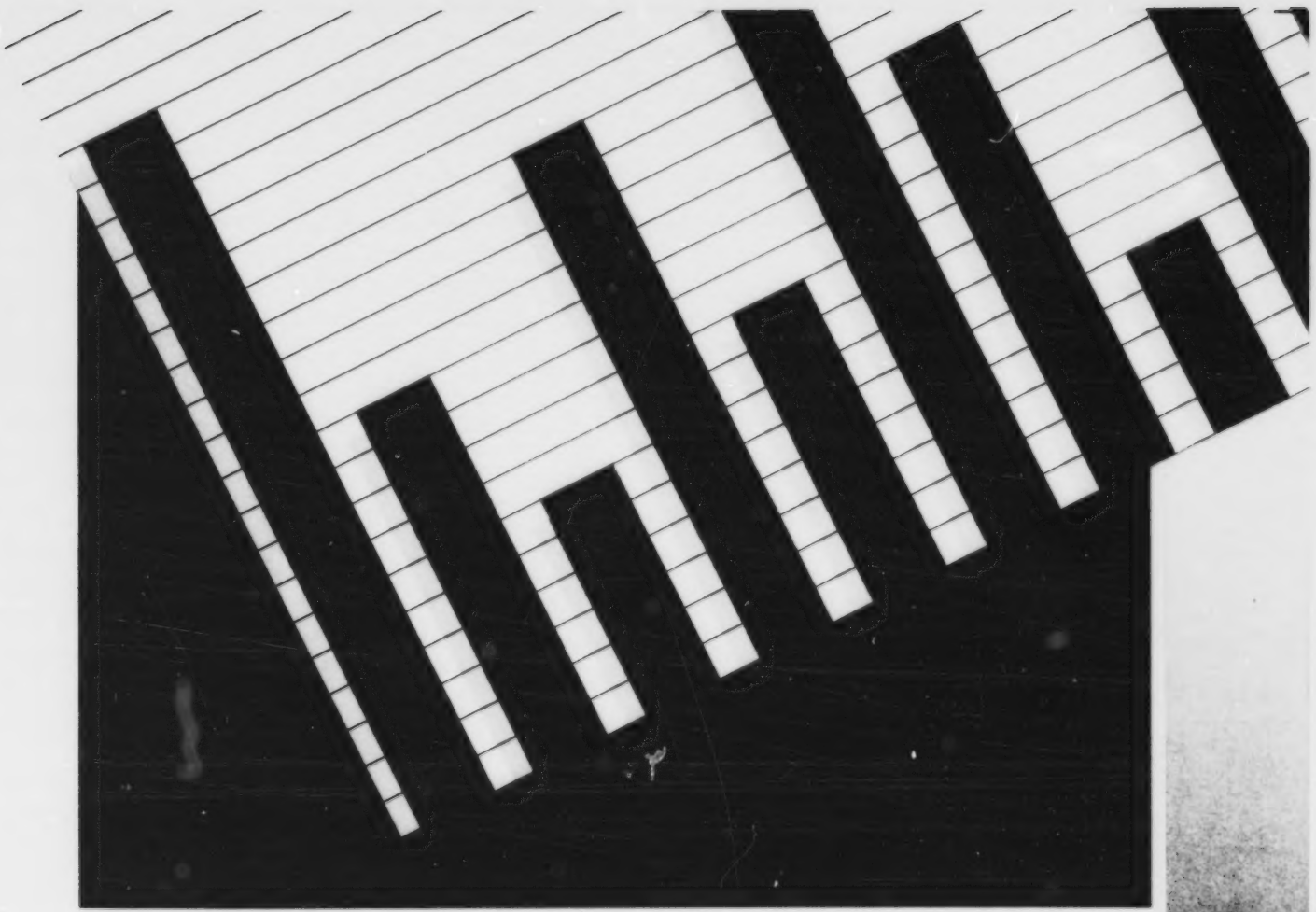

PERSONNEL ET MASSES SALARIALES DANS LES UNIVERSITÉS DU QUÉBEC

1980-81 À 1984-85

Québec

PERSONNEL ET MASSES SALARIALES DANS LES UNIVERSITÉS DU QUÉBEC
1980-81 À 1984-85

Direction générale de l'enseignement et de la recherche universitaires

Ministère de l'Enseignement supérieur
et de la Science
Direction générale de l'enseignement
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Dépôt légal: Quatrième trimestre 1986
Bibliothèque nationale du Québec
Bibliothèque nationale du Canada

ISBN 2-550-16873-9

AVANT PROPOS

La Direction de la planification et du développement est heureuse de publier un ensemble de données inédites sur les masses salariales et les personnels des universités du Québec. Ce document constitue un apport majeur à ceux ou à celles qui s'intéressent de plus près au fonctionnement de nos universités. L'étude présente des renseignements nouveaux et fort utiles sur les ressources humaines (par catégorie d'emplois) engagées dans les missions universitaires, et ce, pour chaque établissement faisant l'objet d'un soutien financier de la part du gouvernement.

Une telle étude a demandé beaucoup d'efforts, et je voudrais souligner que c'est grâce à la patience et la détermination de M. Armand Arseneau qu'elle est aujourd'hui publiée. Il faut également souligner le support apporté par M. Guy Major au niveau de la direction du projet de même que la collaboration de plusieurs professionnels, dont M. Magdy Rizk à l'analyse et M. Yves Normandeau qui a grandement contribué à l'amélioration de la qualité des données qui y sont contenues. Enfin, je veux remercier les établissements pour leur contribution dans l'amélioration des données.

Dans les mois à venir, d'autres travaux complémentaires se poursuivront. À cet égard, l'étude qui fait l'objet de la présente publication sera reprise en incluant l'année 1985-1986. Par ailleurs, une autre étude permettra de compléter le portrait de la rémunération des employés des universités en s'attachant à l'aspect des avantages sociaux.

Comme toute première, cette publication est certainement perfectible: j'apprécierais que les utilisateurs de cette étude nous fassent part de leurs commentaires et suggestions en vue d'améliorer les prochaines éditions. À cet effet, veuillez contacter M. Armand Arseneau (418-643-7923).

Le directeur de la planification
et du développement,

Jacques Bec

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Liste des établissements universitaires:

Bishop (Université...) pour certains graphiques:	BI
Concordia (Université...)	CO
Laval (Université ...)	LA
McGill (Université ...)	MC
Montréal (Université de ...)	MT
H.E.C. (Ecole des hautes études commerciales)	HE
Polytechnique (Corporation de l'école ...)	PO
Sherbrooke (Université ...)	SH
UQAC (Université du Québec à Chicoutimi	AC
UQAH (Université du Québec à Hull	AH
UQAM (Université du Québec à Montréal	AM
UQAR (Université du Québec à Rimouski	AR
UQAT (Université du Québec en Abitibi-Témiscamingue	AT
UQTR (Université du Québec à Trois-Rivières	TR
ENAP (Ecole nationale d'administration publique)	EN
ETS (Ecole de technologie supérieure)	ET
IAF (Institut Armand-Frappier)	IA
INRS (Institut national de la recherche scientifique	IN
TELUQ (Télé-université de l'Université du Québec)	TL
U.Q.-S.SOC. (Université du Québec - siège social)	SS

Abbréviations utilisées dans cette publication:

AUX: auxiliaires d'enseignement et de recherche
BUR: personnel de bureau
DGERU: direction générale de l'enseignement et de la recherche universitaire
DIR: personnel de direction
DPD: direction de la planification et du développement
ENS: personnel de l'enseignement régulier
ETC: équivalence temps complet
GER: personnel de gérance
MET: personnel de métiers et personnel ouvrier
M.S.: masses salariales
M.S./ETC: masses salariales divisée par le nombre d'ETC (c'est-à-dire le salaire moyen)
MS/NC: masse salariale divisée par le nombre de cours, i.e. le salaire payé pour un cours de 45 heures
N. de C. nombre de cours (pour les chargés de cours)
PNE: professionnels non enseignants
SRP: service des relations professionnelles
TEC: personnel technique

LE PERSONNEL ET LES MASSES SALARIALES

1.0 INTRODUCTION:

Ce document présente des données relatives au nombre de personnes à l'emploi des universités, aux masses salariales afférentes et aux salaires moyens, pour la période s'étendant de 1980-81 à 1984-85. Cette publication sera reprise dans les années subséquentes en présentant toujours les cinq dernières années disponibles.

Ces données sont extraites de la partie statistique du rapport financier annuel déposé au Ministère par les établissements universitaires. Outre leur intérêt statistique, elles servent entre autres à l'établissement des subventions du fonds FCAR et au calcul des allocations d'espaces dans le cadre des opérations d'immobilisation.

Dans la première section, le lecteur pourra suivre l'évolution des masses salariales, du nombre d'employés et des moyennes salariales durant les cinq dernières années. Il pourra également voir comment se répartissent ces masses salariales entre les diverses catégories de personnes qui oeuvrent dans l'établissement, ainsi que l'importance relative de chacun des groupes par rapport à l'ensemble.

Par ailleurs, les données de base pour chacune des cinq années étudiées et, à l'intérieur de chaque année, le détail pour chaque catégorie de personnel sont présentées à la fin de cette section.

La dernière section de cette publication fait état des fonds sans restrictions et des fonds avec restrictions, pour la dernière année faisant l'objet de cette étude.

2.0 LES SOURCES:

2.1 LE RAPPORT FINANCIER:

A chaque année, les établissements universitaires doivent transmettre au ministère de l'Enseignement supérieur et de la Science, un rapport sur leurs états financiers préparé par le service des finances de ces établissements et accompagné du rapport des vérificateurs externes. Le rapport financier est transmis sur un formulaire fourni par la Direction générale de l'enseignement et de la recherche universitaire (DGERU) et portant le titre de "Formulaire financier de fonctionnement des Universités du Québec, données réelles". (Le rapport des vérificateurs externes ne porte pas sur la section des statistiques qui fait l'objet de la présente étude).

La huitième section de ce formulaire, intitulée: "Analyses et statistiques", contient les données qui ont servi de base à la préparation du présent cahier, soit le nombre d'employés (exprimé en équivalence temps complet) et les masses salariales correspondantes, pour chacune des catégories de personnel.

2.2 LES FONDS ETUDIES :

Dans les formulaires financiers fournis par le ministère de l'Enseignement supérieur et de la Science aux établissements universitaires, il est fait état de catégories de personnel et l'on répartit les dépenses reliées à chaque catégorie en diverses fonctions: enseignement, recherche, services à la collectivité, fonction de soutien, services aux étudiants et entreprises auxiliaires. On distingue également deux catégories de fonds dont disposent les établissements: les fonds dits "sans restrictions" et les fonds dits "avec restrictions". Les fonds sans restrictions sont constitués des sommes dont disposent les établissements et dont l'uti-

lisation n'est pas limitée à des fins prédéterminées. Au contraire, les fonds dits avec restrictions sont constitués d'argent dont l'octroi a été assorti de conditions d'utilisation; il s'agit généralement de fonds de recherche mis à la disposition d'un établissement par des organismes publics ou privés dans un but précis.

Les tableaux présentés dans la première partie de cette publication englobent toutes les fonctions ci-haut mentionnées, mais seulement pour les fonds sans restrictions, parce que les données sur les fonds avec restrictions n'étaient pas disponibles dans tous les établissements durant les premières années faisant l'objet de notre étude.

Cependant, on trouvera dans la dernière partie une série de tableaux donnant, pour l'année 1984-85, par établissement, un sommaire des dépenses d'opérations pour les fonds avec restrictions et les fonds sans restrictions. Il n'y manque que les sommes couvrant les cours donnés par les "chargés de cours". Il est, en effet, difficile d'inclure ces derniers, parce que l'engagement qui les lie à l'établissement et leurs activités sont d'un autre type que l'engagement qui lie les professeurs-chercheurs réguliers: la définition que l'on donne de l'unité ETC ne peut en aucune façon s'appliquer à eux; il faut utiliser d' autres définitions pour les appliquer à leurs activités (on trouvera ces définitions au bas des tableaux concernant les chargés de cours). En conséquence, il ne saurait être question d'amalgamer deux entités aussi différentes pour calculer la moyenne salariale, ce qui aurait pour effet d'enlever toute signification à cette dernière.

3.0 COMMENTAIRES SUR L'INTERPRETATION DES DONNEES

Les données de base tirées des rapports financiers produits par les établissements universitaires ont d'abord été publiées sous forme d'édition provisoire et expédiées aux directeurs des finances de ces mêmes établissements qui ont eu ainsi l'occasion de vérifier l'exactitude de ces données et d'y apporter les corrections qu'il jugeaient nécessaires.

Le fait que cette édition provisoire ait déjà été utilisée dans la production de rapports à la Commission parlementaire (de la part du Conseil des Universités et de certains établissements universitaires) prouve bien l'utilité, voire la nécessité d'une publication qui est attendue par plusieurs organismes, comme le Bureau de la statistique du Québec, par exemple.

Pour interpréter correctement ces données, il faut tenir compte de deux réserves importantes. La première c'est l'introduction, en 1981-82 d'une nouvelle catégorie de personnel, soit celle de la gérance. Ce personnel existait déjà dans les universités (comme partout ailleurs), mais était et est encore, dans certains cas, recensé avec d'autres catégories de personnel, comme la direction, les professionnels non enseignants et même le personnel de soutien. L'année où les établissements ont commencé à faire cette distinction se traduit par une baisse du nombre de personnes et une variation plus ou moins importante dans le salaire moyen du personnel de la catégorie d'où ils ont été retirés, vu que le salaire moyen du personnel de gérance est normalement inférieur à celui du personnel de direction et supérieur aux personnel de soutien.

La seconde réserve est attribuable aux coupures salariales survenues en 1983 par suite des lois 70 et 105. Bien qu'aucune étude théorique ne soit disponible sur ce sujet, un examen de quelques cas (sur échelles) nous permettent de croire que les plus touchés ont subi, en 1983, une baisse de revenu d'environ 7.6% par rapport à l'année précédente.

Ces remarques étant faites, pour expliquer certaines des variations que l'on découvre en parcourant les tableaux sus-mentionnés, il serait nécessaire de procé-

der à des recherches plus poussées auprès des établissements eux-mêmes.

4.0 DEFINITIONS

4.1 LES CATEGORIES DE PERSONNEL:

Le formulaire financier distingue huit catégories de personnel: le personnel de direction, le personnel de gérance, le personnel enseignant, les auxiliaires d'enseignement et de recherche, les professionnels non enseignants, le personnel technique, le personnel de bureau et le personnel de métiers (et ouvrier). Cette classification du personnel est tout-à-fait comparable à celle que l'on retrouve dans la fonction publique, ainsi que dans les commissions scolaires et les cegeps, ce qui facilite certaines comparaisons.

La distinction entre le personnel de direction et celui de la gérance a été introduite dans le formulaire financier en 1981-82 et les établissements universitaires n'ont pas tous répondu immédiatement à la demande du Ministère. Même dans les rapports financiers de 1984-85, deux universités ne font pas encore cette distinction; en effet, l'Université McGill et l'Université du Québec (à l'exception de l'Institut Armand-Frappier) continuent de confondre le personnel de gérance avec d'autres catégories de personnel.

D'autre part, les établissements n'interprètent pas nécessairement de la même manière les définitions fournies avec le formulaire, d'autant plus que les situations varient beaucoup d'un établissement à l'autre.

Nous espérons qu'à compter de l'an prochain cette révision sera complétée et que toutes les universités fourniront des données qui soient comparables.

4.1.1 Le personnel de direction:

On entend ici par personnel de direction les cadres conseils, les cadres fonctionnels, les cadres supérieurs et les cadres intermédiaires.

On retrouve dans cette catégorie le personnel de direction générale de l'université, le personnel de direction des facultés, des écoles et de la direction générale des études; le personnel de direction des départements, des modules, des instituts et des centres; enfin le personnel de direction des services (bibliothèques, audio-visuel, finances, personnel, etc,...).

4.1.2 Le personnel de gérance:

La catégorie de personnel de gérance est constituée de personnes occupant des postes non syndiqués et non syndicables au sens du Code du travail et dont les responsabilités comportent la direction d'employés des catégories de personnel technique, de bureau, d'ouvriers et de métiers. On y retrouve entre autres les contremaîtres, les surintendants, les chefs techniciens, les chefs de secrétariat.

4.1.3 Le personnel enseignant:

Cette catégorie comprend les personnes dont la tâche principale et effective est l'enseignement ou la recherche, qu'elles soient engagées comme professeurs réguliers (à temps complet ou à temps partiel), comme chercheurs ou comme chargés de cours.

4.1.4 Le personnel auxiliaire d'enseignement et de recherche:

Cette catégorie de personnel est généralement constituée d'étudiants engagés à temps partiel comme correcteurs, démonstrateurs ou pour effectuer d'autres tâches de même niveau.

4.1.5 Le personnel professionnel non-enseignant:

Ce sont des personnes affectées à des emplois dont l'exercice exige normalement une formation universitaire et qui exercent des fonctions autres que l'enseigne-

ment ou la recherche.

4.1.6 Le personnel technique:

Cette catégorie comprend les personnes affectées à des emplois dont l'exercice exige des connaissances acquises généralement par l'obtention d'un diplôme d'études collégiales. Ce sont les bibliotechniciens, les techniciens en administration, les infirmières, etc,...

4.1.7 Le personnel de bureau:

Ce personnel comprend les personnes affectées à des emplois de soutien administratif ou de bureau, caractérisés par l'exécution de divers travaux usuels de l'administration.

4.1.8 Le personnel de métier et ouvrier:

Ce personnel comprend les personnes affectées à des emplois de soutien ouvrier ou de métier tels que les manoeuvres, les cuisiniers, les concierges, les menuisiers, etc,...

4.2 LES MASSES SALARIALES:

Nous avons retenu ici les masses salariales totales, c'est-à-dire la somme de la rémunération de base versée, du temps supplémentaire, des primes et des suppléments, sauf dans le cas des professeurs réguliers dont les cours en supplément (que les conventions collectives appellent "cours d'appoint") ont été ajoutés aux cours donnés par les "chargés de cours", parce qu'ils leurs sont très comparables et qu'ils sont rémunérés de façon semblable, c'est-à-dire selon un taux horaire ou forfaitaire.

Les masses salariales ne comprennent pas les contributions des établissements aux régimes de retraite, les déboursés effectués pour le financement des programmes de santé, la Commission de la santé et de la sécutité du travail, le Régie des rentes du Québec, la Commission d'assurance chomage, les assurances et les exonérations de droits de scolarité. De même, les honoraires versés pour fins d'enseignement et de recherche sont exclus.

4.3 LE PERSONNEL A TEMPS COMPLET:

On compte sous cette rubrique les personnes engagées pour assumer une pleine charge de travail, même si ces personnes ne sont entrées en fonction qu'en cours d'année ou ont quitté avant la fin de l'exercice.

4.4 L'EQUIVALENCE TEMPS COMPLET:

L'équivalence temps complet (ETC) est une unité de mesure d'emploi correspondant à un emploi à temps complet pendant une année entière dans une même fonction. C'est dire qu'une personne engagée à temps complet peut fort bien ne pas compter pour une unité ETC. D'autre part toute personne engagée à titre d'employé à temps partiel est comptabilisée par une fraction d'ETC.

4.5 LES ENSEIGNANTS CHARGES DE COURS:

Les CHARGES DE COURS sont des personnes engagées pour assumer une charge d'enseignement, sans autre obligation que celles qui sont directement liées à la prestation de cours. Comme les cours n'ont pas tous la même pondération en terme de crédits, nous avons convenu d'appeler UN COURS une prestation de trois crédits (ou quarante-cinq heures de formation). En conséquence, les cours qui ont une durée différente de quarante-cinq heures doivnt être convertis en une fraction de cours ou en un nombre fractionnaire de cours.

LES FAITS SAILLANTS

LES MASSES SALARIALES

En 1984-85, les établissements universitaires du Québec ont versé en salaires directs, à l'ensemble de leurs 27 978 employés(1) (équivalence temps complet), une masse salariale de 921,3 M de $(2). De ce montant, 810,6 M de $ ou 88% sont identifiés au fonds sans restrictions et 110,6 M de $ ou 12% provenaient du fonds avec restrictions.

Pour la période s'échelonnant de 1980-81 à 1984-85, la masse salariale provenant des FONDS SANS RESTRICTIONS s'est accrue de 24%. Cette croissance pour les différents établissements a été la suivante:

	1980-81 $	1984-85 $	CROISSANCE
U. du Québec	144,998,288	205,506,180	41.7%
U. Bishop's	6,001,000	7,853,384	30.9%
Polytechnique	18,162,094	23,754,193	30.8%
H.E.C.	12,247,821	15,926,336	30.0%
U. Concordia	60,459,000	76,744,590	26.9%
U. McGill	109,616,000	128,805,861	17.5%
U. Laval	125,232,083	146,382,235	16.9%
U. de Montréal	130,570,542	151,918,255	16.3%
U. de Sherbrooke	46,611,789	53,746,277	15.3%
ENSEMBLE DES UNIV	653,898,617	810,637,311	24.0%

La croissance des masses salariales, provenant des fonds sans restrictions, selon les catégories de personnel a été de 28.1% pour les enseignants réguliers, 23.6% pour le personnel de métier, 22.7% pour le personnel de bureau, 18.2% pour le personnel technique, 15.0% pour le personnel de direction, 14.0% pour les auxiliaires d'enseignement et de recherche, 12.7% pour les professionnels non enseignants et 11.0% pour les chargés de cours.

Durant cette même période, la répartition des masses salariales en regard du régime de travail (temps complet et temps partiel) a très peu varié. En effet, le personnel à temps complet recevait 85.8% de la masse en 1980-81 et 85.4% en 1984-85 soit une légère baisse de 0.4 point de pourcentage.

LES PERSONNELS

En 1984-85, l'ensemble des personnels des universités, excluant les chargés de cours, se chiffrait à 27 978 employés équivalence temps complet (ETC) dont 22 912 ou 81.9% ont été rémunérés par les fonds sans restrictions et 5 066 ou 19.1% l'ont été par des fonds avec restrictions.

De 1980-81 à 1984-85, le nombre de personnes rémunérées sur LES FONDS SANS RESTRICTIONS est passé de 23 246 E.T.C. à 22 912 ETC soit une baisse de 334 ETC en cinq ans ou 1.4%. Cette baisse du personnel s'est faite au détriment de presque toutes les catégories d'employés: 9.9% chez les professionnels non enseignants; 7.7% chez le personnel de métier; 6.8% chez le personnel de direction; 5.3% chez le personnel technique et 4.0% chez le personnel de bureau. Quant au personnel enseignant régulier et les auxiliaires d'enseignement et de recherche, leurs effectifs se sont accrus respectivement de 119 et 21 employés ETC, soit des hausses respectives de 1.7% et 1.9% durant la période considérée(3).

La baisse globale du personnel des universités du Québec n'a pas été assumée avec la même ampleur par tous les établissements. En effet, tandis que les universités de Montréal, McGill, Laval et Sherbrooke réduisaient leurs effectifs respectivement de 9.1% (421 ETC), 8.2%

(358 ETC), 6.5% (281 ETC) et 5.9% (88 ETC) , soit une diminution totale de 1 148 employés ETC, l'Université du Québec accroissait ses effectifs de 742 employés ETC, soit une hausse de 14.8%, suivie des universités Bishop's et Concordia et des Ecoles polytechnique et des hautes études commerciales avec une croissance respective de leur personnel de 5.5%, 1.9%, 2.7% et 0.3% pour une augmentation totale de 814 employés ETC.

Le tableau qui suit nous permet de visualiser, pour chaque établissement universitaire, l'écart et la variation du nombre d'employés rémunérés à partir des fonds sans restrictions pour la période s'échelonnant de 1980-81 à 1984-85.

ETABLISSEMENT	1980-81 EN E.T.C.	1984-85 EN E.T.C.	ECART EN E.T.C.	VARIATION EN %
BISHOP'S	240.83	254.00	13.17	5.5
CONCORDIA	2 138.20	2 179.60	41.40	1.9
LAVAL	4 350.28	4 069.02	-281.26	-6.5
McGILL	4 343.89	3 986.00	-357.89	-8.2
MONTREAL	4 606.41	4 185.81	-420.60	-9.1
H.E.C.	468.70	470.33	1.63	0.3
POLYTECHNIQUE	599.81	616.19	16.38	2.7
SHERBROOKE	1 501.85	1 413.44	-88.41	-5.9
QUEBEC	4 996.47	5 737.97	741.50	14.8
TOTAL	23 246.44	22 912.36	-334.08	-1.4

LE PERSONNEL ENSEIGNANT

Chez les enseignants réguliers, seule catégorie de personnel (mis à part les auxiliaires d'enseignement et de recherche et les chargés de cours) à avoir connu globalement une augmentation de ses effectifs au cours des cinq dernières années (1.7%), on observe des réductions importantes dans certaines universités: McGill (123 postes ETC ou 10.1%); Sherbrooke (32 postes ETC ou 6.3%) et 7 postes ETC à Laval . A l'inverse, on assiste à une croissance de 206 postes ETC d'enseignants réguliers à l'Université du Québec, soit une hausse de 12.6% de son corps professoral. Notons aussi le rajout de 34 postes ETC à l'Université Concordia, 26 postes à l'Ecole des hautes études commerciales, 7 postes à l'Ecole polytechnique, 7 postes à l'Université Bishop's et 2 postes à l'Université de Montréal.

NOMBRE D'ENSEIGNANTS REGULIERS EN EQUIVALENCE TEMPS COMPLET EN 1980-81 ET 1984-85, ECART EN ETC ET VARIATION

ETABLISSEMENT	1980-81 EN E.T.C.	1984-85 EN E.T.C.	ECART EN E.T.C.	VARIATION EN %
BISHOP'S	73.00	79.50	6.50	8.9
CONCORDIA	670.30	704.50	34.20	5.1
LAVAL	1 296.08	1 288.75	-7.33	-0.6
McGILL	1 216.79	1 093.98	-122.81	-10.1
MONTREAL	1 260.97	1 262.68	-1.71	-0.1
H.E.C.	133.36	158.98	25.62	19.2
POLYTECHNIQUE	191.89	199.15	7.26	3.8
SHERBROOKE	502.50	470.74	-31.76	-6.3
QUEBEC	1 625.05	1 830.58	205.53	12.6
TOTAL:	6 969.94	7 088.86	118.92	1.7

Pour faire face à une croissance de 17% de l'effectif étudiant entre 1980-81 et 1984-85, les universités ont davantage eu recours aux chargés de cours: cette catégorie d'enseignants a assumé en 1984-85 quelques 21 754 charges de cours (de 3 unités), soit une augmentation de 6.5% par rapport à 1980-81, équivalant à 332 postes ETC d'enseignants réguliers. Cette hausse se re-

flète dans les établissements universitaires de la façon suivante:

NOMBRE DE COURS DISPENSES PAR LES CHARGES DE COURS ET TRANSFORMATION DES COURS EN POSTES D'ENSEIGNANTS ETC (4) POUR 1980-81 ET 1984-85, ECART ET VARIATION

	1980-1981 Cours	ETC	1984-1985 Cours	ETC	ECART ETC	VARIATION EN %
BISHOP'S	207	51.75	226	56.50	4.75	9.2
CONCORDIA	1857	464.25	3248	812.00	347.75	74.9
LAVAL	3169	792.25	1702	425.50	-366.75	-46.3
McGILL	2198	549.50	2318	579.50	30.00	5.5
MONTREAL	3110	777.50	3131	782.75	5.25	0.7
H.E.C.	624	156.00	520	130.00	-26.00	-16.7
POLYTECHNIQUE	329	82.25	541	135.25	53.00	64.4
SHERBROOKE	2159	539.75	2310	577.50	37.75	7.0
QUEBEC	6775	1693.75	7758	1939.50	245.75	14.5
TOTAL:	20428	5107.00	21754	5438.50	331.50	6.5

LES SALAIRES ANNUELS MOYENS

Le salaire annuel moyen du personnel des universités du Québec payé à même les fonds sans restrictions, excluant les chargés de cours, s'élevait en 1984-85 à 32 913$, soit une augmentation de 26.9% par rapport à 1980-81 où le salaire annuel moyen était de 25 938$. Durant cette même période, le personnel à temps complet connaissait une hausse de 28.4% de son salaire annuel moyen tandis que la hausse correspondante pour le personnel à temps partiel était de 22.5%. Ainsi, le salaire annuel moyen du personnel à temps complet passait de 26 908$ en 1980-81 à 34 553$ en 1984-85 et celui du personnel à temps partiel de 17 533$ à 21 469$.

Durant la période observée, le personnel à temps complet de l'Ecole des hautes études commerciales a connu la plus forte croissance de son salaire annuel moyen, soit 37.9%, et celui de l'Université de Sherbrooke la plus faible croissance, 23.6%. En 1984-85, le personnel à temps complet de l'Ecole polytechnique recevait 36 984$, soit le salaire annuel moyen le plus élevé du réseau, tandis que le plus bas, 30,794$, allait au personnel de l'Université Bishop's.

Le tableau qui suit nous donne, pour chaque établissement universitaire du Québec, le salaire annuel moyen du personnel à temps complet en 1980-81 et 1984-85 ainsi que la variation en pourcentage durant cette même période.

ETABLISSEMENT	1980-81 $	1984-85 $	ECART $	VARIATION %
BISHOP'S	24,623	30,794	6,171	25.1
CONCORDIA	26,230	33,015	6,785	25.9
LAVAL	28,048	36,016	7,968	28.4
McGILL	26,084	33,419	7,335	28.1
MONTREAL	26,651	35,346	8,695	32.6
H.E.C.	24,194	33,366	9,172	37.9
POLYTECHNIQUE	29,248	36,984	7,736	26.4
SHERBROOKE	28,872	35,687	6,815	23.6
QUEBEC	26,553	33,930	7,645	27.8
MOYENNE:	26,908	34,553	7,645	28.4

L'augmentation du salaire annuel moyen du personnel à temps complet, durant la période observée, ne fut pas de la même ampleur pour toutes les catégories de personnel à l'emploi des universités. En effet, tel que l'illustre le tableau suivant, on constate que les salaires

annuels moyens se sont accrus de:

Salaire annuel moyen en:	1980-81	1984-85	croissance
personnel de métier	16,791$	22,721$	35.3%
personnelde bureau	15,455$	19,868$	28.6%
professionnels non-ens.	29,434$	37,543$	27.5%
enseignants réguliers	37,654$	47,738$	26.8%
personnel technique	20,276$	25,679$	26.6%
personnel de direction	46,117$	56,846$	23.3%

Magdy RIZK

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(1) Ne comprend pas les chargés de cours qui ont assumé 21 754 cours dans l'ensemble du réseau pour l'année 1984-85.

(2) Cette masse salariale comprend une somme de 56 543 785$ qui a servi à rétribuer l'enseignement dispensé par les chargés de cours.

(3) Le nombre de charges de cours, assumés par des chargés de cours, est passé de 20 428 cours en 1980-81 à 21 754 cours en 1984-85. Soit une augmentation de 1 326 cours ou une hausse de 6.5% en cinq ans.

(4) En faisant l'hypothèse qu'un enseignant régulier assume une charge d'enseignement de 4 cours par année en excluant les autres activités.

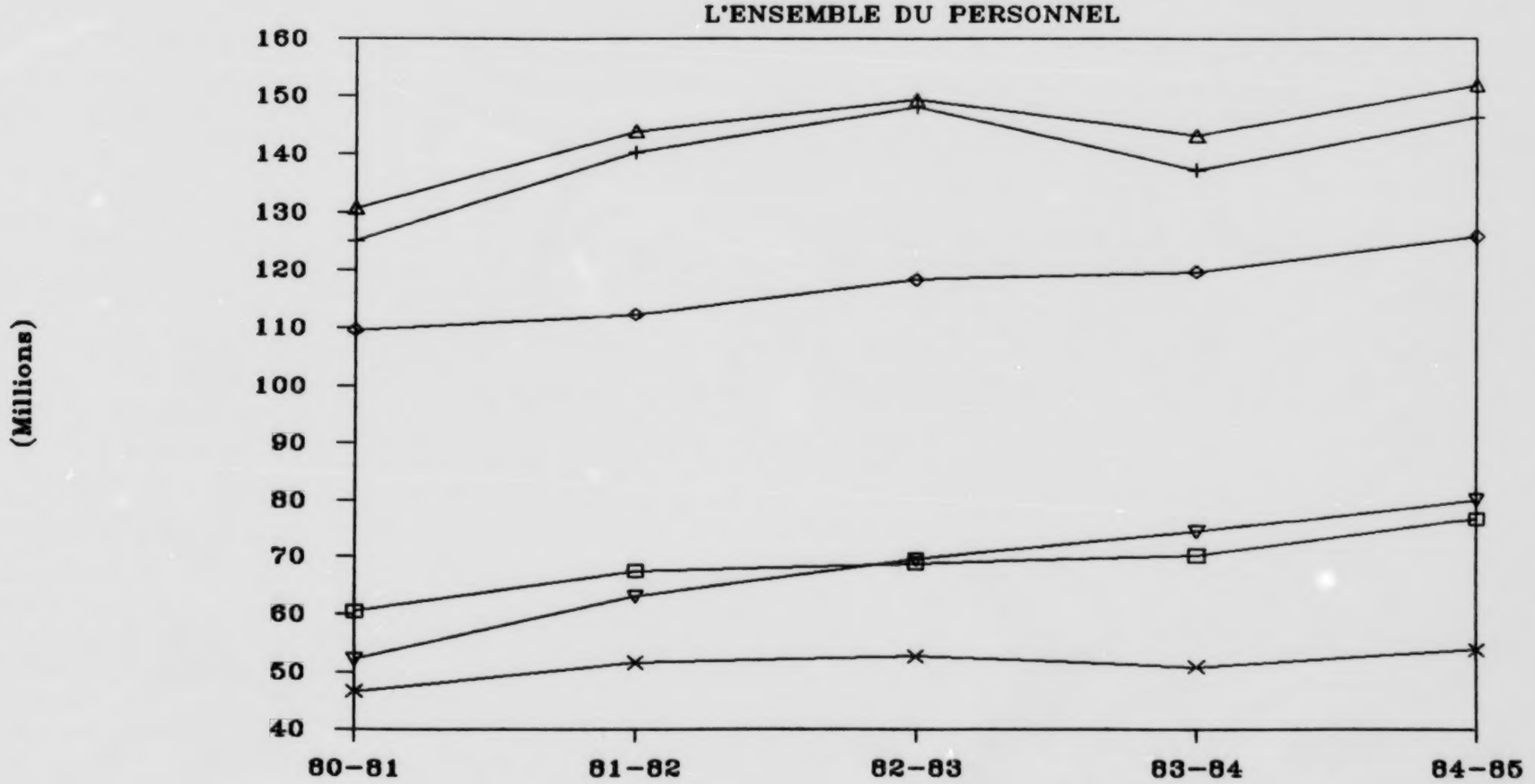
première partie : FONDS SANS RESTRICTIONS

Section I: Evolution, par catégorie de personnel, au cours des cinq dernières années (1980-81 à 1984-85)

1- EVOLUTION DES MASSES SALARIALES

EVOLUTION DES MASSES SALARIALES

L'ENSEMBLE DU PERSONNEL



UNIVERSITES DU QUEBEC tableau 1

EVOLUTION DES MASSES SALARIALES

LE PERSONNEL DE TOUTES LES CATEGORIES, y compris les chargés de cours

	MASSES SALARIALES					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	6,001,000	6,592,586	6,820,056	6,831,538	7,853,384	9.9%	3.5%	0.2%	15.0%	30.9%
Concordia	60,459,000	64,830,851	68,809,287	69,454,966	76,744,590	7.2%	6.1%	0.9%	10.5%	26.9%
Laval	125,232,083	140,354,766	148,133,240	137,290,482	146,382,235	12.1%	5.5%	-7.3%	6.6%	16.9%
McGill	109,616,000	114,470,000	120,366,000	120,314,881	128,805,861	4.4%	5.2%	0.0%	7.1%	17.5%
Montréal	130,570,542	144,030,558	148,971,522	142,851,358	151,918,255	10.3%	3.4%	-4.1%	6.3%	16.3%
H.E.C.	12,247,821	13,674,379	13,939,409	14,997,409	15,926,336	11.6%	1.9%	7.6%	6.2%	30.0%
Polytechnique	18,162,094	20,436,490	19,973,183	21,943,803	23,754,193	12.5%	-2.3%	9.9%	8.3%	30.8%
Sherbrooke	46,611,789	51,543,236	52,651,558	50,785,054	53,746,277	10.6%	2.2%	-3.5%	5.8%	15.3%
SOUS-TOTAL	508,900,329	555,932,866	579,664,255	564,469,491	605,131,131	9.2%	4.3%	-2.6%	7.2%	18.9%
UQAC	14,972,800	17,432,400	19,145,774	19,509,629	21,370,400	16.4%	9.8%	1.9%	9.5%	42.7%
UQAH	6,610,502	7,170,398	7,964,054	8,625,728	9,323,734	8.5%	11.1%	8.3%	8.1%	41.0%
UQAM	52,218,711	63,072,435	69,531,885	74,435,823	80,035,793	20.8%	10.2%	7.1%	7.5%	53.3%
UQAR	10,134,278	12,146,098	12,885,547	13,622,900	13,587,201	19.9%	6.1%	5.7%	0.3%	34.1%
UQAT	3,364,028	3,579,589	4,119,717	4,752,002	5,276,957	6.4%	15.1%	15.3%	11.0%	56.9%
UQTR	24,600,177	27,073,431	28,684,299	29,166,270	30,718,325	10.1%	5.9%	1.7%	5.3%	24.9%
ENAP	4,164,480	4,504,055	4,858,222	5,243,871	6,228,975	8.2%	7.9%	7.9%	18.8%	49.6%
ETS	2,769,898	3,220,485	3,408,971	4,367,898	4,566,644	16.3%	5.9%	28.1%	4.6%	64.9%
IAF	8,006,561	9,766,193	10,080,656	10,706,215	11,731,984	22.0%	3.2%	6.2%	9.6%	46.5%
INRS	7,592,893	7,498,089	7,719,406	8,663,381	8,581,048	-1.2%	3.0%	12.2%	-1.0%	13.0%
TELUQ	5,533,476	6,685,710	7,614,707	7,857,944	7,960,104	20.8%	13.9%	3.2%	1.3%	43.9%
U.Q.-S.Soc	5,030,484	5,689,286	5,573,182	5,771,144	6,154,526	13.1%	-2.0%	3.6%	6.6%	22.3%
U.Q.:total	144,998,288	167,838,169	181,586,420	192,723,305	205,535,691	15.8%	8.2%	6.1%	6.6%	41.8%
Totaux	653,898,617	723,771,035	761,250,675	757,192,796	810,666,822	10.7%	5.2%	-0.5%	7.1%	24.0%

UNIVERSITES DU QUEBEC tableau 2

EVOLUTION DES MASSES SALARIALES

LE PERSONNEL DE DIRECTION

	MASSES SALARIALES					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	441,000	470,211	471,845	474,810	513,817					
Concordia	6,102,000	3,589,200	3,480,973	2,165,792	5,123,428					
Laval	8,813,568	9,886,012	10,256,634	10,030,611	11,705,458					
McGill	9,903,000	9,652,000	10,256,000	10,474,831	11,342,196					
Montréal	10,512,857	11,394,199	12,263,646	10,802,084	10,990,565					
H.E.C.	1,180,885	1,247,005	1,242,061	1,536,579	1,571,869					
Polytechnique	1,559,726	1,799,822	1,688,095	1,806,971	1,784,195					
Sherbrooke	6,297,833	5,441,774	6,165,331	5,814,076	5,868,029					
SOUS-TOTAL	44,810,869	43,480,223	45,824,585	43,105,754	48,899,557					
UQAC	894,500	982,100	886,276	1,074,746	1,331,314					
UQAH	711,627	850,586	833,321	841,670	937,190					
UQAM	3,894,115	4,473,104	4,431,202	5,008,356	5,514,018					
UQAR	1,154,879	1,496,667	1,195,841	1,307,126	1,270,291					
UQAT	153,639	179,635	169,281	310,640	341,999					
UQTR	2,100,168	2,212,064	2,157,995	2,209,483	2,511,748					
ENAP	585,043	450,139	487,037	715,442	812,744					
ETS	508,690	506,580	425,304	468,957	489,968					
IAF	1,452,546	1,803,400	1,715,449	1,849,715	1,841,769					
INRS	757,012	897,692	817,319	1,059,805	1,136,915					
TELUQ	710,050	806,070	868,259	909,035	929,861					
U.Q.-S.Soc	1,655,453	1,945,355	1,772,212	1,965,185	2,250,293					
U.Q.:total	14,577,722	16,603,392	15,759,496	17,720,160	19,368,110					
Totaux	59,388,591	60,083,615	61,584,081	60,825,914	68,267,667					

Vu que l'introduction de la catégorie de personnel de gérance s'est faite à des moments différents selon les établissements (voir le tableau suivant), une étude séparée des variations de masses salariales pour le personnel de direction et le personnel de gérance donne des résultats incohérents. C'est pour quoi nous avons préféré ajouter un tableau faisant la sommme de tout le personnel cadre (direction et gérance) et étudier les variations de ce groupe. (voir le tableau 4).

UNIVERSITES DU QUEBEC tableau 3

EVOLUTION DES MASSES SALARIALES

LE PERSONNEL DE GERANCE

	MASSES SALARIALES					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	
Bishop's			69,540	73,650	80,200	voir la note sur le tableau 2				
Concordia		3,250,546	3,490,563	2,479,918	2,466,065					
Laval					6,046,936					
McGill										
Montréal			5,105,309	5,437,110	5,525,370					
H.E.C.				427,738	427,295					
Polytechnique			317,391	363,914	397,479					
Sherbrooke		278,133	295,845	298,807	335,739					
SOUS-TOTAL		3,528,679	9,278,648	9,081,137	15,279,084					
UQAC										
UQAH										
UQAM										
UQAR										
UQAT										
UQTR										
ENAP										
ETS										
IAF			279,968	259,671	317,652					
INRS										
TELUQ										
U.Q.-S.Soc										
U.Q.:total			279,968	259,671	317,652					
Totaux		3,528,679	9,558,616	9,340,808	15,596,736					

UNIVERSITES DU QUEBEC tableau 4

EVOLUTION DES MASSES SALARIALES

LE PERSONNEL DE DIRECTION ET DE GERANCE

	MASSES SALARIALES					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	441,000	470,211	541,385	548,460	594,017	6.6%	15.1%	1.3%	8.3%	34.7%
Concordia	6,102,000	6,839,746	6,971,536	4,645,710	7,589,493	12.1%	1.9%	-33.4%	63.4%	24.4%
Laval	8,813,568	9,886,012	10,256,634	10,030,611	17,752,394	12.2%	3.7%	-2.2%	77.0%	101.4%
McGill	9,903,000	9,652,000	10,256,000	10,474,831	11,342,196	-2.5%	6.3%	2.1%	8.3%	14.5%
Montréal	10,512,857	11,394,199	17,368,955	16,239,194	16,515,935	8.4%	52.4%	-6.5%	1.7%	57.1%
H.E.C.	1,180,885	1,247,005	1,242,061	1,964,317	1,999,164	5.6%	-0.4%	58.1%	1.8%	69.3%
Polytechnique	1,559,726	1,799,822	2,005,486	2,170,885	2,181,674	15.4%	11.4%	8.2%	0.5%	39.9%
Sherbrooke	6,297,833	5,719,907	6,461,176	6,112,883	6,203,768	-9.2%	13.0%	-5.4%	1.5%	-1.5%
SOUS-TOTAL	44,810,869	47,008,902	55,103,233	52,186,891	64,178,641	4.9%	17.2%	-5.3%	23.0%	43.2%
UQAC	894,500	982,100	886,276	1,074,746	1,331,314	9.8%	-9.8%	21.3%	23.9%	48.8%
UQAH	711,627	850,586	833,321	841,670	937,190	19.5%	-2.0%	1.0%	11.3%	31.7%
UQAM	3,894,115	4,473,104	4,431,202	5,008,356	5,514,018	14.9%	-0.9%	13.0%	10.1%	41.6%
UQAR	1,154,879	1,496,667	1,195,841	1,307,126	1,270,291	29.6%	-20.1%	9.3%	-2.8%	10.0%
UQAT	153,639	179,635	169,281	310,640	341,999	16.9%	-5.8%	83.5%	10.1%	122.6%
UQTR	2,100,168	2,212,064	2,157,995	2,209,483	2,511,748	5.3%	-2.4%	2.4%	13.7%	19.6%
ENAP	585,043	450,139	487,037	715,442	812,744	-23.1%	8.2%	46.9%	13.6%	38.9%
ETS	508,690	506,580	425,304	468,957	489,968	-0.4%	-16.0%	10.3%	4.5%	-3.7%
IAF	1,452,546	1,803,400	1,995,417	2,109,386	2,159,421	24.2%	10.6%	5.7%	2.4%	48.7%
INRS	757,012	897,692	817,319	1,059,805	1,136,915	18.6%	-9.0%	29.7%	7.3%	50.2%
TELUQ	710,050	806,070	868,259	909,035	929,861	13.5%	7.7%	4.7%	2.3%	31.0%
U.Q.-S.Soc	1,655,453	1,945,355	1,772,212	1,965,185	2,250,293	17.5%	-8.9%	10.9%	14.5%	35.9%
U.Q.:total	14,577,722	16,603,392	16,039,464	17,979,831	19,685,762	13.9%	-3.4%	12.1%	9.5%	35.0%
Totaux	59,388,591	63,612,294	71,142,697	70,166,722	83,864,403	7.1%	11.8%	-1.4%	19.5%	41.2%

Note: en voulant corriger l'incohérence des tableaux 2 et 3, nous en avons introduit une autre sur celui-ci: à titre d'exemple, dans le cas de l'Université Laval, l'augmentation de 101.42% n'est pas réelle, parce que la masse salariale ajoutée en 1984-85 (6 046 936 $ au personnel de gérance) ne fut pas soustraite du personnel de direction, mais des professionnels non enseignants. Ceci prouve qu'il faut beaucoup de prudence lors de l'interprétation des données fournies. Dans une certaine mesure, il peut se produire des distorsions semblables dans le cas d'autres établissements lors de l'introduction de la catégorie de personnel de gérance.

UNIVERSITES DU QUEBEC tableau 5

EVOLUTION DES MASSES SALARIALES

LES ENSEIGNANTS REGULIERS

	MASSES SALARIALES					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	2,859,000	3,222,645	3,222,667	3,163,660	3,728,711	12.7%	0.0%	-1.8%	17.9%	30.4%
Concordia	24,205,000	27,332,491	29,359,512	30,041,803	32,460,808	12.9%	7.4%	2.3%	8.1%	34.1%
Laval	52,031,018	61,701,745	69,382,996	60,199,231	65,063,507	18.6%	12.4%	-13.2%	8.1%	25.0%
McGill	43,087,000	45,319,000	46,758,000	45,451,837	49,599,881	5.2%	3.2%	-2.8%	9.1%	15.1%
Montréal	50,580,698	58,131,003	63,708,194	59,698,016	62,262,584	14.9%	9.6%	-6.3%	4.3%	23.1%
H.E.C.	4,456,162	5,733,528	5,693,799	6,147,898	6,529,712	28.7%	-0.7%	8.0%	6.2%	46.5%
Polytechnique	8,462,287	9,842,789	9,373,760	9,398,422	10,638,269	16.3%	-4.8%	0.3%	13.2%	25.7%
Sherbrooke	19,382,841	22,365,621	22,890,603	21,466,702	22,565,298	15.4%	2.3%	-6.2%	5.1%	16.4%
SOUS-TOTAL	205,064,006	233,648,822	250,389,531	235,567,569	252,848,770	13.9%	7.2%	-5.9%	7.3%	23.3%
UQAC	6,397,900	7,641,700	8,519,320	8,307,153	8,725,778	19.4%	11.5%	-2.5%	5.0%	36.4%
UQAH	2,456,304	2,798,406	3,197,841	3,412,886	3,600,315	13.9%	14.3%	6.7%	5.5%	46.6%
UQAM	23,064,677	28,780,528	32,543,324	34,060,205	36,347,496	24.8%	13.1%	4.7%	6.7%	57.6%
UQAR	4,447,722	5,256,334	6,014,789	6,058,495	6,057,218	18.2%	14.4%	0.7%	0.0%	36.2%
UQAT	1,279,573	1,572,162	1,774,522	2,146,666	2,286,321	22.9%	12.9%	21.0%	6.5%	78.7%
UQTR	10,855,936	12,813,224	13,401,143	13,343,121	13,835,407	18.0%	4.6%	-0.4%	3.7%	27.4%
ENAP	2,216,200	2,464,555	2,760,074	2,755,775	2,822,251	11.2%	12.0%	-0.2%	2.4%	27.3%
ETS	921,918	1,159,765	1,205,714	1,731,570	1,599,451	25.8%	4.0%	43.6%	-7.6%	73.5%
IAF	926,406	1,084,154	1,196,505	1,311,628	1,657,738	17.0%	10.4%	9.6%	26.4%	78.9%
INRS	3,383,279	3,358,244	3,737,786	4,140,442	4,277,440	-0.7%	11.3%	10.8%	3.3%	26.4%
TELUQ	539,611	639,942	1,323,539	1,071,355	957,449	18.6%	106.8%	-19.1%	-10.6%	77.4%
U.Q.-S.Soc										
U.Q.:total	56,489,526	67,569,014	75,674,557	78,339,296	82,166,864	19.6%	12.0%	3.5%	4.9%	45.5%
Totaux	261,553,532	301,217,836	326,064,088	313,906,865	335,015,634	15.2%	8.2%	-3.7%	6.7%	28.1%

UNIVERSITES DU QUEBEC tableau 6

EVOLUTION DES MASSES SALARIALES

LES ENSEIGNANTS CHARGES DE COURS

	MASSES SALARIALES					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	383,000	394,890	505,249	525,995	504,111	3.1%	27.9%	4.1%	-4.2%	31.6%
Concordia	6,769,000	5,857,803	5,573,055	6,810,260	7,675,191	-13.5%	-4.9%	22.2%	12.7%	13.4%
Laval	6,254,327	3,717,777	3,656,420	3,431,998	3,915,395	-40.6%	-1.7%	-6.1%	14.1%	-37.4%
McGill	5,065,000	6,333,000	6,969,000	7,415,719	5,992,671	25.0%	10.0%	6.4%	-19.2%	18.3%
Montréal	9,647,841	9,276,521	6,716,669	7,231,027	8,193,447	-3.8%	-27.6%	7.7%	13.3%	-15.1%
H.E.C.	1,668,955	1,416,197	1,552,735	1,674,029	1,603,097	-15.1%	9.6%	7.8%	-4.2%	-3.9%
Polytechnique	932,632	949,858	931,618	1,441,810	1,720,716	1.8%	-1.9%	54.8%	19.3%	84.5%
Sherbrooke	4,175,025	4,422,214	4,167,045	4,558,208	5,466,302	5.9%	-5.8%	9.4%	19.9%	30.9%
SOUS-TOTAL	34,895,780	32,368,260	30,071,791	33,089,046	35,070,930	-7.2%	-7.1%	10.0%	6.0%	0.5%
UQAC	2,257,300	2,363,900	2,585,370	2,292,068	3,001,662	4.7%	9.4%	-11.3%	31.0%	33.0%
UQAH	1,163,121	946,680	1,046,831	1,095,949	1,188,937	-18.6%	10.6%	4.7%	8.5%	2.2%
UQAM	7,235,461	8,747,833	8,991,155	10,054,593	10,449,367	20.9%	2.8%	11.8%	3.9%	44.4%
UQAR	1,483,604	1,850,808	1,766,072	1,920,024	1,861,249	24.8%	-4.6%	8.7%	-3.1%	25.5%
UQAT	615,820	570,990	613,888	600,441	884,326	-7.3%	7.5%	-2.2%	47.3%	43.6%
UQTR	3,050,742	2,908,418	2,751,764	2,915,602	3,456,243	-4.7%	-5.4%	6.0%	18.5%	13.3%
ENAP			91,462	118,629	110,036			29.7%	-7.2%	
ETS	239,499	309,027	372,010	442,927	521,035	29.0%	20.4%	19.1%	17.6%	117.6%
IAF										
INRS										
TELUQ										
U.Q.-S.Soc										
U.Q.:total	16,045,547	17,697,656	18,218,552	19,440,233	21,472,855	10.3%	2.9%	6.7%	10.5%	33.8%
Totaux	50,941,327	50,065,916	48,290,343	52,529,279	56,543,785	-1.7%	-3.5%	8.8%	7.6%	11.0%

UNIVERSITES DU QUEBEC tableau 7

EVOLUTION DES MASSES SALARIALES

LES AUXILIAIRES D'ENSEIGNEMENT ET DE RECHERCHE

	MASSES SALARIALES					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	20,000	26,644	24,049	33,978	57,447	33.2%	-9.7%	41.3%	69.1%	187.2%
Concordia	1,366,000	1,294,552	1,432,368	1,637,925	1,807,711	-5.2%	10.6%	14.4%	10.4%	32.3%
Laval	4,841,742	5,395,435	4,315,725	4,165,552	4,430,049	11.4%	-20.0%	-3.5%	6.3%	-8.5%
McGill	5,322,000	5,125,000	5,487,000	5,180,708	5,938,246	-3.7%	7.1%	-5.6%	14.6%	11.6%
Montréal	2,832,112	2,470,268	2,415,577	2,655,800	3,024,578	-12.8%	-2.2%	9.9%	13.9%	6.8%
H.E.C.	570,411	316,145	300,951	298,943	371,227	-44.6%	-4.8%	-0.7%	24.2%	-34.9%
Polytechnique	177,166	122,840	235,151	450,335	505,675	-30.7%	91.4%	91.5%	12.3%	185.4%
Sherbrooke	1,004,535	967,077	997,184	1,007,116	1,172,235	-3.7%	3.1%	1.0%	16.4%	16.7%
SOUS-TOTAL	16,133,966	15,717,961	15,208,005	15,430,357	17,307,168	-2.6%	-3.2%	1.5%	12.2%	7.3%
UQAC	194,500	251,400	326,021	511,608	479,573	29.3%	29.7%	56.9%	-6.3%	146.6%
UQAH	56,997	39,812	57,272	98,317	108,548	-30.2%	43.9%	71.7%	10.4%	90.4%
UQAM	1,083,515	1,254,008	1,416,046	1,602,442	1,858,346	15.7%	12.9%	13.2%	16.0%	71.5%
UQAR	118,244	141,688	154,119	209,007	247,667	19.8%	8.8%	35.6%	18.5%	109.5%
UQAT	23,373	67,921	121,281	108,584	69,698	190.6%	78.6%	-10.5%	-35.8%	198.2%
UQTR	538,626	444,002	549,103	715,374	438,414	-17.6%	23.7%	30.3%	-38.7%	-18.6%
ENAP		70,331	16,405		29,511		-76.7%			
ETS	18,300	19,656	51,944	51,304	55,156	7.4%	164.3%	-1.2%	7.5%	201.4%
IAF			268,870	81,963	41,256			-69.5%	-49.7%	
INRS										
TELUQ			69,699	40,465	82,420			-41.9%	103.7%	
U.Q.-S.Soc										
U.Q.:total	2,033,555	2,288,818	3,030,760	3,419,064	3,410,589	12.6%	32.4%	12.8%	-0.2%	67.7%
Totaux	18,167,521	18,006,779	18,238,765	18,849,421	20,717,757	-0.9%	1.3%	3.3%	9.9%	14.0%

UNIVERSITES DU QUEBEC tableau 8

EVOLUTION DES MASSES SALARIALES

LES PROFESSIONNELS NON ENSEIGNANTS

	MASSES SALARIALES					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	240,000	275,534	285,940	294,815	359,978	14.8%	3.8%	3.1%	22.1%	50.0%
Concordia	4,369,000	5,408,826	5,757,886	6,160,850	6,503,803	23.8%	6.5%	7.0%	5.6%	48.9%
Laval	15,312,743	18,277,963	18,731,564	18,880,735	12,634,492	19.4%	2.5%	0.8%	-33.1%	-17.5%
McGill	8,348,000	8,949,000	9,330,000	9,996,824	11,161,916	7.2%	4.3%	7.1%	11.7%	33.7%
Montréal	21,729,903	24,921,434	19,468,841	19,933,922	20,753,133	14.7%	-21.9%	2.4%	4.1%	-4.5%
H.E.C.	1,092,144	1,243,812	1,260,713	1,066,566	1,194,529	13.9%	1.4%	-15.4%	12.0%	9.4%
Polytechnique	1,221,338	1,459,840	1,343,406	1,759,477	1,803,831	19.5%	-8.0%	31.0%	2.5%	47.7%
Sherbrooke	3,900,027	5,159,948	5,106,916	4,730,716	5,119,891	32.3%	-1.0%	-7.4%	8.2%	31.3%
SOUS-TOTAL	56,213,155	65,696,357	61,285,266	62,823,905	59,531,573	16.9%	-6.7%	2.5%	-5.2%	5.9%
UQAC	1,712,100	2,017,500	2,299,106	2,384,043	2,721,372	17.8%	14.0%	3.7%	14.1%	58.9%
UQAH	643,431	733,344	737,119	785,470	951,723	14.0%	0.5%	6.6%	21.2%	47.9%
UQAM	4,266,671	5,145,695	5,490,034	5,860,572	6,286,138	20.6%	6.7%	6.7%	7.3%	47.3%
UQAR	622,596	761,032	844,337	1,001,366	1,017,564	22.2%	10.9%	18.6%	1.6%	63.4%
UQAT	409,781	308,962	419,198	377,426	455,834	-24.6%	35.7%	-10.0%	20.8%	11.2%
UQTR	2,568,710	2,648,525	2,821,603	2,856,021	2,947,934	3.1%	6.5%	1.2%	3.2%	14.8%
ENAP	252,467	298,829	263,764	234,937	813,644	18.4%	-11.7%	-10.9%	246.3%	222.3%
ETS	247,231	231,523	256,240	363,329	424,329	-6.4%	10.7%	41.8%	16.8%	71.6%
IAF	672,444	854,613	825,452	919,007	1,055,402	27.1%	-3.4%	11.3%	14.8%	57.0%
INRS	1,422,071	1,343,323	1,311,910	1,316,951	1,212,486	-5.5%	-2.3%	0.4%	-7.9%	-14.7%
TELUQ	2,651,921	3,171,016	2,954,458	3,099,668	3,191,610	19.6%	-6.8%	4.9%	3.0%	20.4%
U.Q.-S.Soc	1,629,972	2,001,291	2,060,777	2,003,625	2,006,766	22.8%	3.0%	-2.8%	0.2%	23.1%
U.Q.:total	17,099,395	19,515,653	20,283,998	21,202,415	23,084,802	14.1%	3.9%	4.5%	8.9%	35.0%
Totaux	73,312,550	85,212,010	81,569,264	84,026,320	82,616,375	16.2%	-4.3%	3.0%	-1.7%	12.7%

UNIVERSITES DU QUEBEC tableau 9

EVOLUTION DES MASSES SALARIALES

LE PERSONNEL TECHNIQUE

	MASSES SALARIALES					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	472,000	523,087	476,503	449,599	592,187	10.8%	-8.9%	-5.6%	31.7%	25.5%
Concordia	3,183,000	2,734,846	3,115,613	3,215,826	3,177,879	-14.1%	13.9%	3.2%	-1.2%	-0.2%
Laval	12,185,340	13,473,096	13,733,866	13,030,663	12,921,382	10.6%	1.9%	-5.1%	-0.8%	6.0%
McGill	8,610,000	8,949,000	8,994,000	8,926,812	9,923,671	3.9%	0.5%	-0.7%	11.2%	15.3%
Montréal	7,250,790	7,948,094	8,164,266	7,882,354	8,745,971	9.6%	2.7%	-3.5%	11.0%	20.6%
H.E.C.	685,674	1,060,855	1,133,167	938,043	1,019,571	54.7%	6.8%	-17.2%	8.7%	48.7%
Polytechnique	2,862,440	3,155,001	3,000,233	2,685,257	2,690,278	10.2%	-4.9%	-10.5%	0.2%	-6.0%
Sherbrooke	3,730,022	4,182,453	4,305,423	4,299,882	4,247,520	12.1%	2.9%	-0.1%	-1.2%	13.9%
SOUS-TOTAL	38,979,266	42,026,432	42,923,071	41,428,436	43,318,459	7.8%	2.1%	-3.5%	4.6%	11.1%
UQAC	1,200,300	1,383,000	1,428,809	1,486,213	1,820,076	15.2%	3.3%	4.0%	22.5%	51.6%
UQAH	355,065	419,819	443,441	592,599	616,334	18.2%	5.6%	33.6%	4.0%	73.6%
UQAM	2,514,552	3,007,767	3,449,045	3,796,209	4,325,472	19.6%	14.7%	10.1%	13.9%	72.0%
UQAR	667,028	730,503	783,785	833,963	815,370	9.5%	7.3%	6.4%	-2.2%	22.2%
UQAT	195,439	196,904	228,991	277,908	263,403	0.7%	16.3%	21.4%	-5.2%	34.8%
UQTR	2,019,606	2,454,243	2,187,843	2,241,511	2,391,413	21.5%	-10.9%	2.5%	6.7%	18.4%
ENAP	328,848	403,680	417,495	452,851	482,647	22.8%	3.4%	8.5%	6.6%	46.8%
ETS	302,412	379,865	436,518	523,317	638,056	25.6%	14.9%	19.9%	21.9%	111.0%
IAF	2,801,027	3,576,466	3,269,677	3,556,384	3,890,638	27.7%	-8.6%	8.8%	9.4%	38.9%
INRS	1,075,720	907,856	916,704	1,066,978	901,699	-15.6%	1.0%	16.4%	-15.5%	-16.2%
TELUQ	422,093	496,524	642,507	832,042	903,002	17.6%	29.4%	29.5%	8.5%	113.9%
U.Q.-S.Soc	596,743	424,410	437,969	430,010	459,352	-28.9%	3.2%	-1.8%	6.8%	-23.0%
U.Q.:total	12,478,833	14,381,037	14,642,784	16,089,985	17,507,462	15.2%	1.8%	9.9%	8.8%	40.3%
Totaux	51,458,099	56,407,469	57,565,855	57,518,421	60,825,921	9.6%	2.1%	-0.1%	5.8%	18.2%

UNIVERSITES DU QUEBEC tableau 10

EVOLUTION DES MASSES SALARIALES

LE PERSONNEL DE BUREAU

	MASSES SALARIALES					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	639,000	684,507	673,805	756,318	774,038	7.1%	-1.6%	12.2%	2.3%	21.1%
Concordia	10,615,000	11,133,995	12,000,448	12,300,702	12,666,250	4.9%	7.8%	2.5%	3.0%	19.3%
Laval	17,381,112	18,881,605	19,080,205	18,626,907	20,370,584	8.6%	1.1%	-2.4%	9.4%	17.2%
McGill	19,557,000	19,449,000	21,684,000	21,383,425	23,049,141	-0.6%	11.5%	-1.4%	7.8%	17.9%
Montréal	18,158,598	19,112,953	20,021,298	18,813,398	21,086,340	5.3%	4.8%	-6.0%	12.1%	16.1%
H.E.C.	2,061,678	2,071,838	2,132,220	2,189,972	2,429,324	0.5%	2.9%	2.7%	10.9%	17.8%
Polytechnique	1,659,260	1,686,183	1,761,513	2,236,780	2,476,370	1.6%	4.5%	27.0%	10.7%	49.2%
Sherbrooke	5,990,098	6,561,777	6,626,391	6,527,266	6,745,503	9.5%	1.0%	-1.5%	3.3%	12.6%
SOUS-TOTAL	76,061,746	79,581,858	83,979,880	82,834,768	89,597,550	4.6%	5.5%	-1.4%	8.2%	17.8%
UQAC	2,107,600	2,412,900	2,700,753	2,865,728	2,665,098	14.5%	11.9%	6.1%	-7.0%	26.5%
UQAH	1,097,196	1,240,415	1,540,066	1,689,051	1,792,473	13.1%	24.2%	9.7%	6.1%	63.4%
UQAM	7,212,952	8,286,380	9,431,828	10,124,242	11,066,541	14.9%	13.8%	7.3%	9.3%	53.4%
UQAR	1,268,204	1,413,564	1,513,611	1,616,406	1,621,313	11.5%	7.1%	6.8%	0.3%	27.8%
UQAT	635,562	623,599	728,567	864,451	906,369	-1.9%	16.8%	18.7%	4.8%	42.6%
UQTR	3,176,102	3,269,251	3,852,366	3,834,262	3,999,775	2.9%	17.8%	-0.5%	4.3%	25.9%
ENAP	650,816	634,355	646,429	752,438	898,501	-2.5%	1.9%	16.4%	19.4%	38.1%
ETS	464,025	526,402	539,140	626,767	654,242	13.4%	2.4%	16.3%	4.4%	41.0%
IAF	1,039,887	1,167,537	1,240,306	1,385,175	1,530,630	12.3%	6.2%	11.7%	10.5%	47.2%
INRS	892,005	921,422	863,397	988,218	956,743	3.3%	-6.3%	14.5%	-3.2%	7.3%
TELUQ	1,209,801	1,572,158	1,756,245	1,905,379	1,895,762	30.0%	11.7%	8.5%	-0.5%	56.7%
U.Q.-S.Soc	1,062,931	1,218,810	1,197,401	1,262,099	1,324,476	14.7%	-1.8%	5.4%	4.9%	24.6%
U.Q.:total	20,817,081	23,286,793	26,010,109	27,914,216	29,311,923	11.9%	11.7%	7.3%	5.0%	40.8%
Totaux	96,878,827	102,868,651	109,989,989	110,748,984	118,909,473	6.2%	6.9%	0.7%	7.4%	22.7%

UNIVERSITES DU QUEBEC tableau 11

EVOLUTION DES MASSES SALARIALES

LE PERSONNEL DE METIERS

	MASSES SALARIALES					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	947,000	995,068	1,090,458	1,058,713	1,242,895	5.1%	9.6%	-2.9%	17.4%	31.2%
Concordia	3,850,000	4,228,592	4,598,869	4,641,890	4,863,455	9.8%	8.8%	0.9%	4.8%	26.3%
Laval	8,412,233	9,021,133	8,975,830	8,924,785	9,294,432	7.2%	-0.5%	-0.6%	4.1%	10.5%
McGill	9,724,000	10,694,000	10,888,000	11,484,725	11,798,139	10.0%	1.8%	5.5%	2.7%	21.3%
Montréal	9,857,743	10,776,086	11,107,722	10,397,647	11,336,267	9.3%	3.1%	-6.4%	9.0%	15.0%
H.E.C.	531,912	584,999	623,763	717,641	779,712	10.0%	6.6%	15.1%	8.6%	46.6%
Polytechnique	1,287,245	1,420,157	1,322,016	1,800,837	1,737,380	10.3%	-6.9%	36.2%	-3.5%	35.0%
Sherbrooke	2,131,408	2,164,239	2,096,820	2,082,281	2,225,760	1.5%	-3.1%	-0.7%	6.9%	4.4%
SOUS-TOTAL	36,741,541	39,884,274	40,703,478	41,108,519	43,278,040	8.6%	2.1%	1.0%	5.3%	17.8%
UQAC	208,600	379,900	400,119	588,070	625,527	82.1%	5.3%	47.0%	6.4%	199.9%
UQAH	126,761	141,336	108,163	109,786	128,214	11.5%	-23.5%	1.5%	16.8%	1.1%
UQAM	2,946,768	3,377,120	3,779,251	3,929,204	4,188,415	14.6%	11.9%	4.0%	6.6%	42.1%
UQAR	372,001	495,502	612,993	676,513	696,529	33.2%	23.7%	10.4%	3.0%	87.2%
UQAT	50,841	59,416	63,989	65,886	69,007	16.9%	7.7%	3.0%	4.7%	35.7%
UQTR	290,287	323,704	962,482	1,050,896	1,137,391	11.5%	197.3%	9.2%	8.2%	291.8%
ENAP	131,106	182,166	175,556	213,799	259,641	38.9%	-3.6%	21.8%	21.4%	98.0%
ETS	67,823	87,667	122,101	159,727	184,407	29.3%	39.3%	30.8%	15.5%	171.9%
IAF	1,114,251	1,280,023	1,284,429	1,342,672	1,396,899	14.9%	0.3%	4.5%	4.0%	25.4%
INRS	62,806	69,552	72,290	91,487	95,765	10.7%	3.9%	26.6%	4.7%	52.5%
TELUQ										
U.Q.-S.Soc	85,385	99,420	104,823	110,225	113,639	16.4%	5.4%	5.2%	3.1%	33.1%
U.Q.:total	5,456,629	6,495,806	7,686,196	8,338,265	8,895,434	19.0%	18.3%	8.5%	6.7%	63.0%
Totaux	42,198,170	46,380,080	48,389,674	49,446,784	52,173,474	9.9%	4.3%	2.2%	5.5%	23.6%

Section I: Evolution, par catégorie de personnel, au cours des cinq dernières années (1980-81 à 1984-85)

2- EVOLUTION DU NOMBRE D'EMPLOYES [exprimé en équivalence temps complet (ETC)]

UNIVERSITES DU QUEBEC tableau 12

EVOLUTION DU NOMBRE TOTAL D'EQUIVALENCES TEMPS COMPLET (ETC)

LE PERSONNEL DE TOUTES LES CATEGORIES, sauf les chargés de cours

	NOMBRE D'EQUIVALENCES TEMPS COMPLET					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	240.83	245.20	232.08	232.14	254.00	1.8%	-5.4%	0.0%	9.4%	5.5%
Concordia	2,138.20	2,142.04	2,121.70	2,114.00	2,179.60	0.2%	-0.9%	-0.4%	3.1%	1.9%
Laval	4,350.28	4,310.45	4,120.02	3,994.55	4,069.02	-0.9%	-4.4%	-3.0%	1.9%	-6.5%
McGill	4,343.89	4,102.06	3,951.52	3,965.15	3,986.00	-5.6%	-3.7%	0.3%	0.5%	-8.2%
Montréal	4,606.41	4,362.27	4,233.49	4,205.73	4,185.81	-5.3%	-3.0%	-0.7%	-0.5%	-9.1%
H.E.C.	468.70	430.68	401.15	432.09	470.33	-8.1%	-6.9%	7.7%	8.9%	0.3%
Polytechnique	599.81	581.68	533.91	581.20	616.19	-3.0%	-8.2%	8.9%	6.0%	2.7%
Sherbrooke	1,501.85	1,443.45	1,407.31	1,373.94	1,413.44	-3.9%	-2.5%	-2.4%	2.9%	-5.9%
SOUS-TOTAL	18,249.97	17,617.83	17,001.18	16,898.80	17,174.39	-3.5%	-3.5%	-0.6%	1.6%	-5.9%
UQAC	495.18	504.06	504.53	533.01	580.51	1.8%	0.1%	5.6%	8.9%	17.2%
UQAH	219.80	213.96	226.73	246.01	263.25	-2.7%	6.0%	8.5%	7.0%	19.8%
UQAM	1,734.92	1,867.84	1,904.21	2,016.62	2,124.99	7.7%	1.9%	5.9%	5.4%	22.5%
UQAR	339.51	323.46	354.75	370.41	361.99	-4.7%	9.7%	4.4%	-2.3%	6.6%
UQAT	116.19	111.11	128.11	143.56	149.45	-4.4%	15.3%	12.1%	4.1%	28.6%
UQTR	800.58	769.86	797.34	822.23	828.11	-3.8%	3.6%	3.1%	0.7%	3.4%
ENAP	142.94	138.68	134.55	152.09	167.58	-3.0%	-3.0%	13.0%	10.2%	17.2%
ETS	91.47	95.63	96.39	120.03	124.93	4.5%	0.8%	24.5%	4.1%	36.6%
IAF	362.77	364.59	371.67	407.82	417.93	0.5%	1.9%	9.7%	2.5%	15.2%
INRS	271.68	235.66	222.87	250.12	237.02	-13.3%	-5.4%	12.2%	-5.2%	-12.8%
TELUQ	227.63	237.20	265.14	264.05	294.60	4.2%	11.8%	-0.4%	11.6%	29.4%
U.Q.-S.Soc	193.80	178.40	176.60	172.28	187.61	-7.9%	-1.0%	-2.4%	8.9%	-3.2%
U.Q.: TOTAL	4,996.47	5,040.45	5,182.89	5,498.23	5,737.97	0.9%	2.8%	6.1%	4.4%	14.8%
TOTAUX	23,246.44	22,658.28	22,184.07	22,397.03	22,912.36	-2.5%	-2.1%	1.0%	2.3%	-1.4%

UNIVERSITES DU QUEBEC tableau 13

EVOLUTION DU NOMBRE TOTAL D'EQUIVALENCES TEMPS COMPLET (ETC)

LE PERSONNEL DE DIRECTION

	NOMBRE D'EQUIVALENCES TEMPS COMPLET					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	12.50	12.10	13.00	12.00	12.00	-3.2%	7.4%	-7.7%	0.0%	-4.0%
Concordia	145.20	57.10	59.10	34.00	85.00	-60.7%	3.5%	-42.5%	150.0%	-41.5%
Laval	178.90	180.48	174.94	171.02	206.21	0.9%	-3.1%	-2.2%	20.6%	15.3%
McGill	205.00	179.70	179.87	183.96	187.71	-12.3%	0.1%	2.3%	2.0%	-8.4%
Montréal	204.30	194.65	201.64	188.16	182.78	-4.7%	3.6%	-6.7%	-2.9%	-10.5%
H.E.C.	27.04	22.59	21.14	26.02	26.27	-16.5%	-6.4%	23.1%	1.0%	-2.8%
Polytechnique	30.00	30.50	28.00	28.50	28.50	1.7%	-8.2%	1.8%	0.0%	-5.0%
Sherbrooke	137.40	99.88	108.59	105.54	111.52	-27.3%	8.7%	-2.8%	5.7%	-18.8%
SOUS-TOTAL	940.34	777.00	786.28	749.20	839.99	-17.4%	1.2%	-4.7%	12.1%	-10.7%
UQAC	20.38	20.00	17.62	20.22	24.50	-1.9%	-11.9%	14.8%	21.2%	20.2%
UQAH	19.20	18.80	18.80	17.87	18.93	-2.1%	0.0%	-4.9%	5.9%	-1.4%
UQAM	95.00	94.82	98.13	101.01	105.36	-0.2%	3.5%	2.9%	4.3%	10.9%
UQAR	29.00	27.20	27.50	27.71	25.92	-6.2%	1.1%	0.8%	-6.5%	-10.6%
UQAT	4.16	4.38	4.33	7.00	7.00	5.3%	-1.1%	61.7%	0.0%	68.3%
UQTR	49.25	47.05	44.73	44.55	48.91	-4.5%	-4.9%	-0.4%	9.8%	-0.7%
ENAP	13.14	8.85	9.49	13.55	13.80	-32.6%	7.2%	42.8%	1.8%	5.0%
ETS	11.00	9.60	8.50	8.33	8.58	-12.7%	-11.5%	-2.0%	3.0%	-22.0%
IAF	39.00	39.40	33.52	35.35	33.19	1.0%	-14.9%	5.5%	-6.1%	-14.9%
INRS	17.03	16.98	16.25	18.69	20.89	-0.3%	-4.3%	15.0%	11.8%	22.7%
TELUQ	17.00	17.82	18.00	18.00	18.38	4.8%	1.0%	0.0%	2.1%	8.1%
U.Q.-S.Soc	34.00	31.50	31.75	31.50	35.38	-7.4%	0.8%	-0.8%	12.3%	4.1%
U.Q.: TOTAL	348.16	336.40	328.62	343.78	360.84	-3.4%	-2.3%	4.6%	5.0%	3.6%
TOTAUX	1,288.50	1,113.40	1,114.90	1,092.98	1200.83	-13.6%	0.1%	-2.0%	9.9%	-6.8%

UNIVERSITES DU QUEBEC tableau 14

EVOLUTION DU NOMBRE TOTAL D'EQUIVALENCES TEMPS COMPLET (ETC)

LE PERSONNEL DE GERANCE

	NOMBRE D'EQUIVALENCES TEMPS COMPLET					VARIATIONS			
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83
Bishop's			3.00	3.00	3.00			0.0%	0.0%
Concordia		89.50	88.70	70.00	69.50		-0.9%	-21.1%	-0.7%
Laval					150.01				
McGill									
Montréal				168.49	171.73	169.98			1.9%	-1.0%
H.E.C.					14.00	12.71				-9.2%
Polytechnique				11.50	13.05	14.35			13.5%	10.0%
Sherbrooke			10.00	10.00	10.00	10.00		0.0%	0.0%	0.0%
SOUS-TOTAL			99.5	281.69	281.78	429.55		183.1%	0.0%	52.4%
UQAC									
UQAH									
UQAM									
UQAR									
UQAT									
UQTR									
ENAP									
ETS									
IAF				8.13	7.81	9.45			-3.9%	21.0%
INRS									
TELUQ									
U.Q.-S.Soc									
U.Q.: TOTAL				8.13	7.81	9.45			-3.9%	21.0%
TOTAUX			99.50	289.82	289.59	439.00		191.3%	-0.1%	51.6%

UNIVERSITES DU QUEBEC tableau 15

EVOLUTION DU NOMBRE TOTAL D'EQUIVALENCES TEMPS COMPLET (ETC)

LES ENSEIGNANTS REGULIERS

	NOMBRE D'EQUIVALENCES TEMPS COMPLET					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	73.00	77.00	71.00	73.50	79.50	5.5%	-7.8%	3.5%	8.2%	8.9%
Concordia	670.30	691.06	696.30	702.60	704.50	3.1%	0.8%	0.9%	0.3%	5.1%
Laval	1,296.08	1,353.08	1,328.61	1,288.91	1,288.75	4.4%	-1.8%	-3.0%	0.0%	-0.6%
McGill	1,216.79	1,187.22	1,158.38	1,117.70	1,093.98	-2.4%	-2.4%	-3.5%	-2.1%	-10.1%
Montréal	1,260.97	1,233.26	1,263.38	1,264.29	1,262.68	-2.2%	2.4%	0.1%	-0.1%	0.1%
H.E.C.	133.36	144.92	135.57	146.99	158.98	8.7%	-6.5%	8.4%	8.2%	19.2%
Polytechnique	191.89	186.81	167.05	179.55	199.15	-2.6%	-10.6%	7.5%	10.9%	3.8%
Sherbrooke	502.50	495.58	487.41	464.36	470.74	-1.4%	-1.6%	-4.7%	1.4%	-6.3%
SOUS-TOTAL	5,344.89	5,368.93	5,307.70	5,237.90	5,258.28	0.4%	-1.1%	-1.3%	0.4%	-1.6%
UQAC	182.00	184.00	180.22	182.08	191.82	1.1%	-2.1%	1.0%	5.3%	5.4%
UQAH	75.24	70.26	78.39	82.35	84.55	-6.6%	11.6%	5.1%	2.7%	12.4%
UQAM	679.51	726.90	750.29	772.33	793.50	7.0%	3.2%	2.9%	2.7%	16.8%
UQAR	141.00	129.59	147.81	151.91	144.02	-8.1%	14.1%	2.8%	-5.2%	2.1%
UQAT	43.56	45.51	49.42	58.16	61.74	4.5%	8.6%	17.7%	6.2%	41.7%
UQTR	285.00	301.48	295.69	301.75	298.65	5.8%	-1.9%	2.0%	-1.0%	4.8%
ENAP	56.21	54.35	56.17	68.28	56.44	-3.3%	3.3%	21.6%	-17.3%	0.4%
ETS	22.70	28.75	26.04	38.60	36.67	26.7%	-9.4%	48.2%	-5.0%	61.5%
IAF	24.00	25.85	22.19	26.94	31.59	7.7%	-14.2%	21.4%	17.3%	31.6%
INRS	99.73	91.68	90.28	103.28	104.87	-8.1%	-1.5%	14.4%	1.5%	5.2%
TELUQ	16.10	19.60	32.69	26.36	26.73	21.7%	66.8%	-19.4%	1.4%	66.0%
U.Q.-S.Soc										
U.Q.:total	1,625.05	1,677.97	1,729.19	1,812.04	1,830.58	3.3%	3.1%	4.8%	1.0%	12.6%
Totaux	6,969.94	7,046.90	7,036.89	7,049.94	7,088.86	1.1%	-0.1%	0.2%	0.6%	1.7%

UNIVERSITES DU QUEBEC tableau 16

EVOLUTION DU NOMBRE TOTAL D'EQUIVALENCES TEMPS COMPLET (ETC)

LE PERSONNEL AUXILIAIRE D'ENSEIGNEMENT ET DE RECHERCHE

	NOMBRE D'EQUIVALENCES TEMPS COMPLET					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	1.50	2.10	1.25	2.89	2.00	40.0%	-40.5%	131.2%	-30.8%	33.3%
Concordia	87.50	82.30	78.20	95.10	102.10	-5.9%	-5.0%	21.6%	7.4%	16.7%
Laval	214.30	234.84	187.61	181.59	196.53	9.6%	-20.1%	-3.2%	8.2%	-8.3%
McGill	434.30	377.53	377.49	381.64	408.35	-13.1%	0.0%	1.1%	7.0%	-6.0%
Montréal	140.03	111.32	109.25	118.76	129.35	-20.5%	-1.9%	8.7%	8.9%	-7.6%
H.E.C.	48.20	17.34	17.57	15.86	21.42	-64.0%	1.3%	-9.7%	35.1%	-55.6%
Polytechnique	14.70	9.50	10.75	19.95	21.10	-35.4%	13.2%	85.6%	5.8%	43.5%
Sherbrooke	51.50	44.20	47.23	46.39	57.54	-14.2%	6.9%	-1.8%	24.0%	11.7%
SOUS-TOTAL	992.03	879.13	829.35	862.18	938.39	-11.4%	-5.7%	4.0%	8.8%	-5.4%
UQAC	12.50	16.12	20.00	20.00	31.84	29.0%	24.1%	0.0%	59.2%	154.7%
UQAH	3.90	2.40	3.20	6.14	4.97	-38.5%	33.3%	91.9%	-19.1%	27.4%
UQAM	68.83	79.38	89.45	103.74	109.00	15.3%	12.7%	16.0%	5.1%	58.4%
UQAR	6.00	9.42	9.85	9.45	13.40	57.0%	4.6%	-4.1%	41.8%	123.3%
UQAT	1.04	3.75	7.79	4.70	4.15	260.6%	107.7%	-39.7%	-11.7%	299.0%
UQTR	41.50	30.34	41.31	54.20	35.53	-26.9%	36.2%	31.2%	-34.4%	-14.4%
ENAP		4.10	0.42				-89.8%			
ETS	0.74	1.08	2.85	2.80	3.03	45.9%	163.9%	-1.8%	8.2%	309.5%
IAF			19.45	4.84	1.61			-75.1%	-66.7%	
INRS										
TELUQ			4.77	2.77	5.64			-41.9%	103.6%	
U.Q.-S.Soc										
U.Q.: TOTAL	134.51	146.59	199.09	208.64	209.17	9.0%	35.8%	4.8%	0.3%	55.5%
TOTAUX	1126.54	1,025.72	1,028.44	1,070.82	1,147.56	-8.9%	0.3%	4.1%	7.2%	1.9%

UNIVERSITES DU QUEBEC tableau 17

EVOLUTION DU NOMBRE TOTAL D'EQUIVALENCES TEMPS COMPLET (ETC)

LES PROFESSIONNELS NON ENSEIGNANTS

	NOMBRE D'EQUIVALENCES TEMPS COMPLET					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	9.00	11.50	10.83	10.50	10.50	27.8%	-5.8%	-3.0%	0.0%	16.7%
Concordia	184.40	200.84	202.20	205.40	208.00	8.9%	0.7%	1.6%	1.3%	12.8%
Laval	470.70	490.84	485.17	476.11	315.01	4.3%	-1.2%	-1.9%	-33.8%	-33.1%
McGill	292.60	275.41	271.50	284.86	293.67	-5.9%	-1.4%	4.9%	3.1%	0.4%
Montréal	751.30	717.40	556.32	548.89	525.22	-4.5%	-22.5%	-1.3%	-4.3%	-30.1%
H.E.C.	41.28	36.57	31.73	33.05	32.99	-11.4%	-13.2%	4.2%	-0.2%	-20.1%
Polytechnique	37.95	44.70	37.85	49.35	54.00	17.8%	-15.3%	30.4%	9.4%	42.3%
Sherbrooke	123.00	133.20	123.34	124.97	128.82	8.3%	-7.4%	1.3%	3.1%	4.7%
SOUS-TOTAL	1,910.23	1,910.46	1,718.94	1,733.13	1,568.21	0.0%	-10.0%	0.8%	-9.5%	-17.9%
UQAC	62.60	63.92	66.01	75.51	84.10	2.1%	3.3%	14.4%	11.4%	34.3%
UQAH	26.66	22.60	20.90	23.27	28.59	-15.2%	-7.5%	11.3%	22.9%	7.2%
UQAM	147.92	152.23	162.67	175.19	188.07	2.9%	6.9%	7.7%	7.4%	27.1%
UQAR	23.50	22.90	28.62	31.53	32.71	-2.6%	25.0%	10.2%	3.7%	39.2%
UQAT	15.23	9.78	13.45	13.50	15.60	-35.8%	37.5%	0.4%	15.6%	2.4%
UQTR	90.83	78.86	79.68	83.15	83.32	-13.2%	1.0%	4.4%	0.2%	-8.3%
ENAP	7.15	7.92	6.69	6.03	23.76	10.8%	-15.5%	-9.9%	294.0%	232.3%
ETS	7.00	6.00	6.80	9.70	10.87	-14.3%	13.3%	42.6%	12.1%	55.3%
IAF	24.00	24.30	20.82	29.67	31.24	1.3%	-14.3%	42.5%	5.3%	30.2%
INRS	46.56	36.57	37.64	34.93	29.57	-21.5%	2.9%	-7.2%	-15.3%	-36.5%
TELUQ	92.43	96.48	84.53	85.98	109.04	4.4%	-12.4%	1.7%	26.8%	18.0%
U.Q.-S.Soc	55.70	55.80	58.45	57.20	57.57	0.2%	4.7%	-2.1%	0.6%	3.4%
U.Q.: TOTAL	599.58	577.36	586.26	625.66	694.44	-3.7%	1.5%	6.7%	11.0%	15.8%
TOTAUX	2,509.81	2,487.82	2,305.20	2,358.79	2,262.65	-0.9%	-7.3%	2.3%	-4.1%	-9.8%

UNIVERSITES DU QUEBEC tableau 18

EVOLUTION DU NOMBRE TOTAL D'EQUIVALENCES TEMPS COMPLET (ETC)

LE PERSONNEL TECHNIQUE

	NOMBRE D'EQUIVALENCES TEMPS COMPLET					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	28.50	27.50	26.00	25.50	30.00	-3.5%	-5.5%	-1.9%	17.6%	5.3%
Concordia	159.60	143.49	145.80	147.70	145.70	-10.1%	1.6%	1.3%	-1.4%	-8.7%
Laval	524.60	506.30	501.35	480.96	455.69	-3.5%	-1.0%	-4.1%	-5.3%	-13.1%
McGill	438.90	435.36	398.81	396.21	399.94	-0.8%	-8.4%	-0.7%	0.9%	-8.9%
Montréal	389.09	349.87	343.12	356.12	354.11	-10.1%	-1.9%	3.8%	-0.6%	-9.0%
H.E.C.	40.52	47.50	47.19	41.67	44.48	17.2%	-0.7%	-11.7%	6.7%	9.8%
Polytechnique	133.27	131.70	117.25	97.55	99.25	-1.2%	-11.0%	-16.8%	1.7%	-25.5%
Sherbrooke	188.25	177.03	174.50	172.98	166.65	-6.0%	-1.4%	-0.9%	-3.7%	-11.5%
SOUS-TOTAL	1,902.73	1,818.75	1,754.02	1,718.69	1,695.82	-4.4%	-3.6%	-2.0%	-1.3%	-10.9%
UQAC	58.30	57.57	55.47	57.56	71.51	-1.3%	-3.6%	3.8%	24.2%	22.7%
UQAH	19.80	20.20	20.30	27.60	27.80	2.0%	0.5%	36.0%	0.7%	40.4%
UQAM	134.60	129.75	143.29	157.03	178.56	-3.6%	10.4%	9.6%	13.7%	32.7%
UQAR	33.54	31.95	32.21	33.53	33.09	-4.7%	0.8%	4.1%	-1.3%	-1.3%
UQAT	9.91	9.00	9.81	11.50	10.66	-9.2%	9.0%	17.2%	-7.3%	7.6%
UQTR	105.50	106.46	83.94	87.45	93.16	0.9%	-21.2%	4.2%	6.5%	-11.7%
ENAP	16.83	17.62	17.07	17.97	18.80	4.7%	-3.1%	5.3%	4.6%	11.7%
ETS	15.50	17.10	17.70	20.65	24.90	10.3%	3.5%	16.7%	20.6%	60.6%
IAF	153.69	152.49	141.24	168.80	176.16	-0.8%	-7.4%	19.5%	4.4%	14.6%
INRS	46.35	34.13	31.97	37.57	29.62	-26.4%	-6.3%	17.5%	-21.2%	-36.1%
TELUQ	22.40	20.58	28.00	34.10	36.08	-8.1%	36.1%	21.8%	5.8%	61.1%
U.Q.-S.Soc	32.40	19.30	18.30	17.46	20.50	-40.4%	-5.2%	-4.6%	17.4%	-36.7%
U.Q.: TOTAL	648.82	616.15	599.30	671.22	720.84	-5.0%	-2.7%	12.0%	7.4%	11.1%
TOTAUX	2,551.55	2,434.90	2,353.32	2,389.91	2,416.66	-4.6%	-3.4%	1.6%	1.1%	-5.3%

UNIVERSITES DU QUEBEC tableau 19

EVOLUTION DU NOMBRE TOTAL D'EQUIVALENCES TEMPS COMPLET (ETC)

LE PERSONNEL DE BUREAU

	NOMBRE D'EQUIVALENCES TEMPS COMPLET					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	52.33	48.00	44.50	44.25	46.00	-8.3%	-7.3%	-0.6%	4.0%	-12.1%
Concordia	689.10	671.05	653.40	664.50	662.00	-2.6%	-2.6%	1.7%	-0.4%	-3.9%
Laval	1,151.50	1,073.92	1,001.53	994.68	1,040.03	-6.7%	-6.7%	-0.7%	4.6%	-9.7%
McGill	1,173.70	1,087.21	1,084.41	1,073.28	1,072.61	-7.4%	-0.3%	-1.0%	-0.1%	-8.6%
Montréal	1,240.12	1,151.78	1,050.98	1,041.94	1,054.85	-7.1%	-8.8%	-0.9%	1.2%	-14.9%
H.E.C.	145.60	130.94	116.78	121.79	139.60	-10.1%	-10.8%	4.3%	14.6%	-4.1%
Polytechnique	114.50	104.47	96.11	118.05	128.69	-8.8%	-8.0%	22.8%	9.0%	12.4%
Sherbrooke	388.46	375.44	358.81	352.78	357.88	-3.4%	-4.4%	-1.7%	1.4%	-7.9%
SOUS-TOTAL	4,955.31	4,642.81	4,406.52	4,411.27	4,501.66	-6.3%	-5.1%	0.1%	2.0%	-9.2%
UQAC	146.40	142.95	145.00	151.09	150.59	-2.4%	1.4%	4.2%	-0.3%	2.9%
UQAH	68.00	72.70	80.14	83.78	92.81	6.9%	10.2%	4.5%	10.8%	36.5%
UQAM	431.91	493.55	488.97	534.52	574.42	14.3%	-0.9%	9.3%	7.5%	33.0%
UQAR	83.50	77.26	78.27	83.09	81.39	-7.5%	1.3%	6.2%	-2.0%	-2.5%
UQAT	39.29	35.69	40.13	45.70	47.30	-9.2%	12.4%	13.9%	3.5%	20.4%
UQTR	213.25	190.63	209.37	202.80	210.97	-10.6%	9.8%	-3.1%	4.0%	-1.1%
ENAP	42.61	36.71	35.05	36.84	43.66	-13.8%	-4.5%	5.1%	18.5%	2.5%
ETS	30.40	28.40	29.20	32.05	32.57	-6.6%	2.8%	9.8%	1.6%	7.1%
IAF	62.55	62.95	65.17	71.55	77.48	0.6%	3.5%	9.8%	8.3%	23.9%
INRS	58.01	52.30	43.05	51.31	47.59	-9.8%	-17.7%	19.2%	-7.3%	-18.0%
TELUQ	79.70	82.72	97.15	96.84	98.73	3.8%	17.4%	-0.3%	2.0%	23.9%
U.Q.-S.Soc	66.20	66.80	63.30	61.42	69.11	0.9%	-5.2%	-3.0%	12.5%	4.4%
U.Q.: TOTAL	1,321.82	1,342.66	1,374.80	1,450.99	1,526.62	1.6%	2.4%	5.5%	5.2%	15.5%
TOTAUX	6,277.13	5,985.47	5,781.32	5,862.26	6,028.28	-4.6%	-3.4%	1.4%	2.8%	-4.0%

UNIVERSITES DU QUEBEC tableau 20

EVOLUTION DU NOMBRE TOTAL D'EQUIVALENCES TEMPS COMPLET (ETC)

LE PERSONNEL DE METIERS

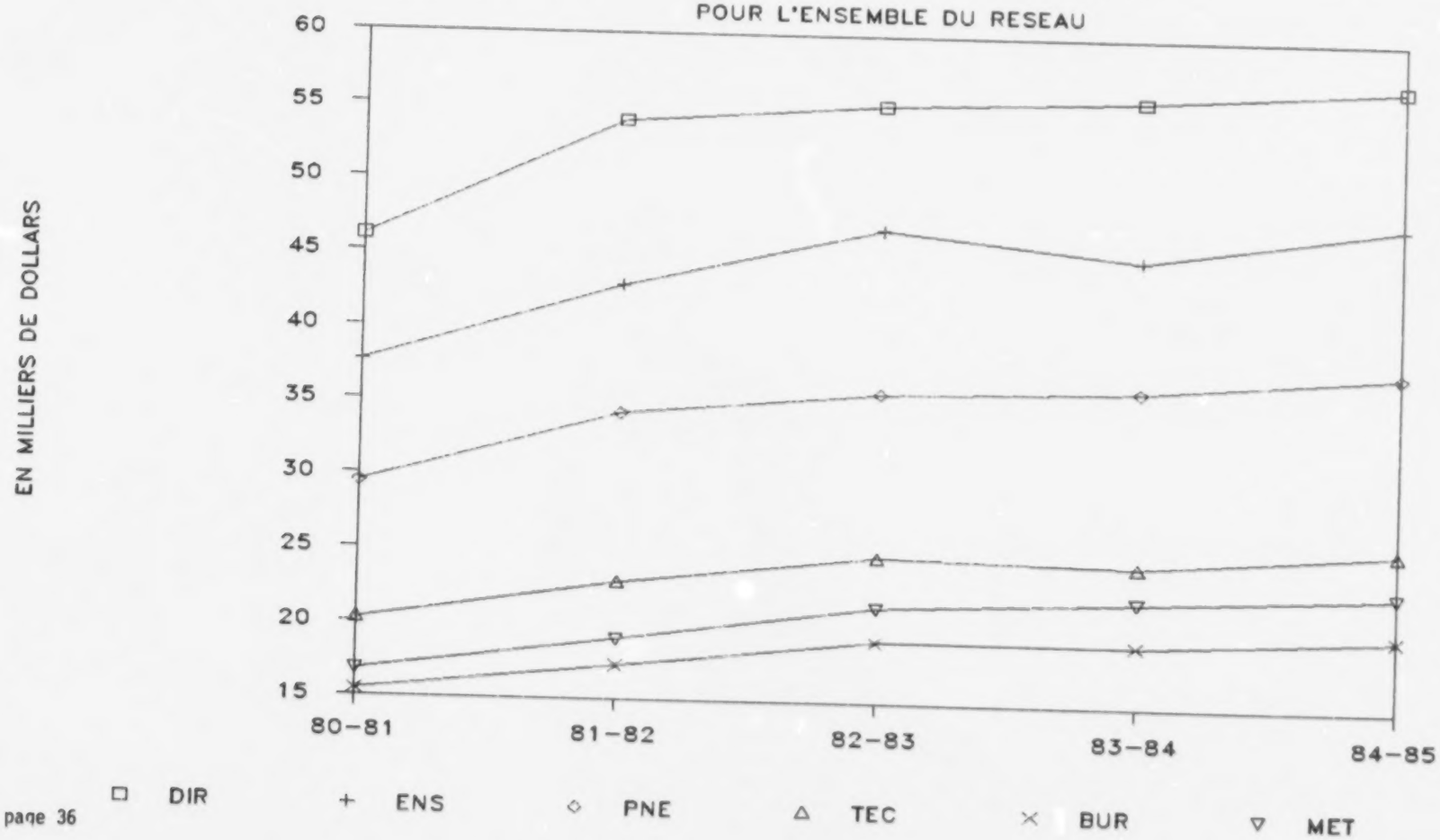
	NOMBRE D'EQUIVALENCES TEMPS COMPLET					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	64.00	67.00	62.50	60.50	71.00	4.7%	-6.7%	-3.2%	17.4%	10.9%
Concordia	202.10	206.70	198.00	194.70	202.80	2.3%	-4.2%	-1.7%	4.2%	0.3%
Laval	514.20	470.99	440.81	401.28	416.79	-8.4%	-6.4%	-9.0%	3.9%	-18.9%
McGill	582.60	559.63	481.06	527.50	529.74	-3.9%	-14.0%	9.7%	0.4%	-9.1%
Montréal	620.60	603.99	540.31	515.84	506.84	-2.7%	-10.5%	-4.5%	-1.7%	-18.3%
H.E.C.	32.70	30.82	31.17	32.71	33.88	-5.7%	1.1%	4.9%	3.6%	3.6%
Polytechnique	77.50	74.00	65.40	75.20	71.15	-4.5%	-11.6%	15.0%	-5.4%	-8.2%
Sherbrooke	110.74	108.12	97.43	96.92	110.29	-2.4%	-9.9%	-0.5%	13.8%	-0.4%
SOUS-TOTAL	2,204.44	2,121.25	1,916.68	1,904.65	1,942.49	-3.8%	-9.6%	-0.6%	2.0%	-11.9%
UQAC	13.00	19.50	20.21	26.55	26.15	50.0%	3.6%	31.4%	-1.5%	101.2%
UQAH	7.00	7.00	5.00	5.00	5.60	0.0%	-28.6%	0.0%	12.0%	-20.0%
UQAM	177.15	191.21	171.41	172.80	176.08	7.9%	-10.4%	0.8%	1.9%	-0.6%
UQAR	22.97	25.14	30.49	33.19	31.46	9.4%	21.3%	8.9%	-5.2%	37.0%
UQAT	3.00	3.00	3.18	3.00	3.00	0.0%	6.0%	-5.7%	0.0%	0.0%
UQTR	15.25	15.04	42.62	48.33	57.57	-1.4%	183.4%	13.4%	19.1%	277.5%
ENAP	7.00	9.13	9.66	9.42	10.31	30.4%	5.8%	-2.5%	9.4%	47.3%
ETS	4.13	4.70	5.30	7.90	8.31	13.8%	12.8%	49.1%	5.2%	101.2%
IAF	59.53	59.60	61.15	62.86	57.21	0.1%	2.6%	2.8%	-9.0%	-3.9%
INRS	4.00	4.00	3.68	4.34	4.48	0.0%	-8.0%	17.9%	3.2%	12.0%
TELUQ										
U.Q.-S.Soc	5.50	5.00	4.80	4.70	5.05	-9.1%	-4.0%	-2.1%	7.3%	-8.3%
U.Q.: TOTAL	318.53	343.32	357.50	378.09	385.22	7.8%	4.1%	5.8%	1.9%	20.9%
TOTAUX	2,522.97	2,464.57	2,274.18	2,282.74	2,327.71	-2.3%	-7.7%	0.4%	2.0%	-7.7%

Section I: Evolution, par catégorie de personnel, au cours des cinq dernières années (1980-81 à 1984-85)

3- EVOLUTION DES SALAIRES MOYENS

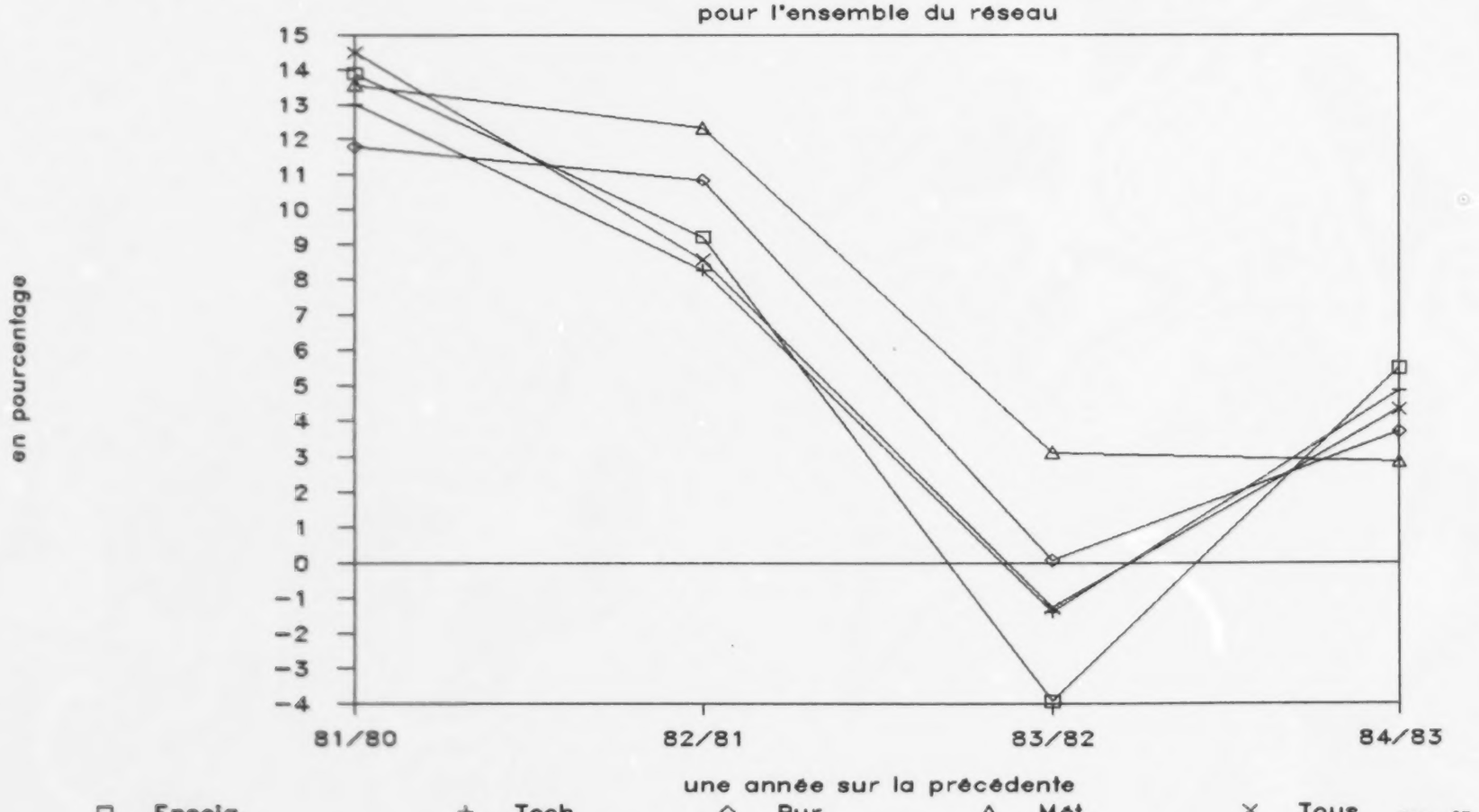
SALAIRE MOYEN PAR CATEGORIE

POUR L'ENSEMBLE DU RESEAU



EVOLUTION DES SALAIRES MOYENS

pour l'ensemble du réseau



UNIVERSITES DU QUEBEC tableau 21

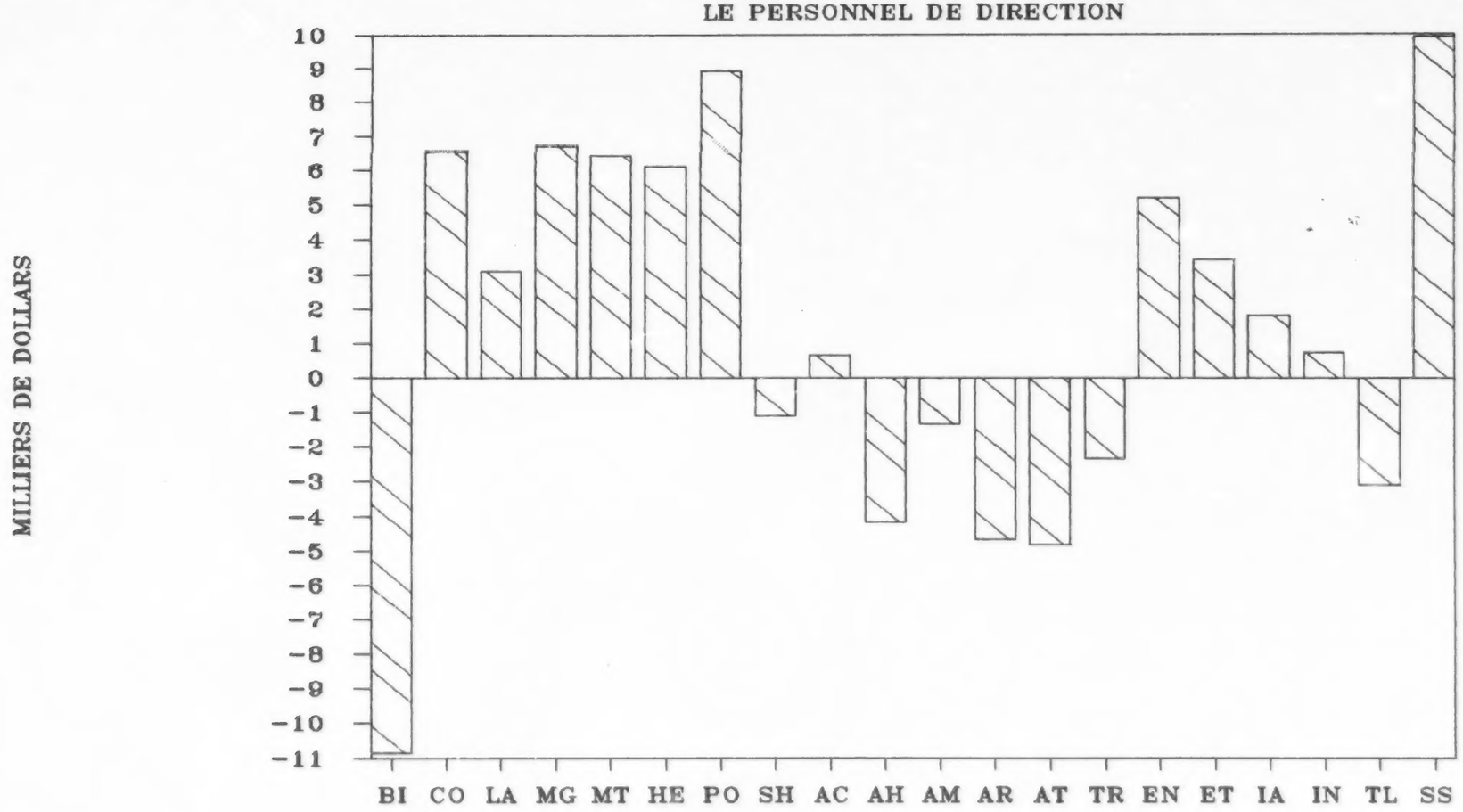
EVOLUTION DES SALAIRES MOYENS DES EMPLOYES A TEMPS COMPLET

LE PERSONNEL DE TOUTES LES CATEGORIES (sauf les chargés de cours)

	SALAIRES MOYENS					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	24,623	27,168	28,747	28,489	30,794	10.3%	5.8%	-0.9%	8.1%	25.1%
Concordia	26,230	28,613	31,271	31,224	33,015	9.1%	9.3%	-0.1%	5.7%	25.9%
Laval	28,048	32,535	35,866	34,311	36,016	16.0%	10.2%	-4.3%	5.0%	28.4%
McGill	26,084	28,428	31,143	31,081	33,419	9.0%	9.6%	-0.2%	7.5%	28.1%
Montréal	26,651	31,327	34,400	33,131	35,346	17.5%	9.8%	-3.7%	6.7%	32.6%
H.E.C.	24,194	29,966	32,071	33,160	33,366	23.9%	7.0%	3.4%	0.6%	37.9%
Polytechnique	29,248	33,923	35,942	36,111	36,984	16.0%	6.0%	0.5%	2.4%	26.4%
Sherbrooke	28,872	33,674	35,653	34,998	35,687	16.6%	5.9%	-1.8%	2.0%	23.6%
SOUS-TOTAL	27,007	30,861	33,694	32,926	34,761	14.3%	9.2%	-2.3%	5.6%	28.7%
UQAC	26,542	31,406	34,262	34,036	34,783	18.3%	9.1%	-0.7%	2.2%	31.0%
UQAH	25,545	29,499	31,428	32,002	33,061	15.5%	6.5%	1.8%	3.3%	29.4%
UQAM	26,750	30,211	33,436	34,055	34,844	12.9%	10.7%	1.9%	2.3%	30.3%
UQAR	26,283	32,694	32,433	32,921	33,776	24.4%	-0.8%	1.5%	2.6%	28.5%
UQAT	24,033	28,196	29,423	30,648	30,571	17.3%	4.4%	4.2%	-0.3%	27.2%
UQTR	28,476	32,412	33,949	33,753	34,743	13.8%	4.7%	-0.6%	2.9%	22.0%
ENAP	29,480	33,082	35,258	33,656	36,917	12.2%	6.6%	-4.5%	9.7%	25.2%
ETS	27,733	30,856	31,907	33,679	33,050	11.3%	3.4%	5.6%	-1.9%	19.2%
IAF	22,221	27,121	28,444	27,275	29,336	22.1%	4.9%	-4.1%	7.6%	32.0%
INRS	27,948	31,817	34,760	35,097	36,204	13.8%	9.2%	1.0%	3.2%	29.5%
TELUQ	23,006	26,463	28,287	29,477	28,581	15.0%	6.9%	4.2%	-3.0%	24.2%
U.Q.-S.Soc	26,541	32,318	31,658	33,670	32,806	21.8%	-2.0%	6.4%	-2.6%	23.6%
U.Q.:total	26,553	30,661	32,806	33,098	33,930	15.5%	7.0%	0.9%	2.5%	27.8%
Totaux	26,908	30,816	33,488	32,967	34,553	14.5%	8.7%	-1.6%	4.8%	28.4%

SALAIRES MOYENS DE 1984-85 : RESEAU

LE PERSONNEL DE DIRECTION



0= LA MOYENNE DU RESEAU = 56 846$

UNIVERSITES DU QUEBEC tableau 22

EVOLUTION DES SALAIRES MOYENS DES EMPLOYES A TEMPS COMPLET

LE PERSONNEL DE DIRECTION

	SALAIRES MOYENS					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	35,280	38,953	36,296	39,568	42,818	10.4%	-6.8%	9.0%	8.2%	21.4%
Concordia	42,025	62,858	58,900	63,700	60,276	49.6%	-6.3%	8.1%	-5.4%	43.4%
Laval	49,265	54,776	58,629	58,652	56,765	11.2%	7.0%	0.0%	-3.2%	15.2%
McGill	48,489	53,712	57,019	56,941	60,437	10.8%	6.2%	-0.1%	6.1%	24.6%
Montréal	51,458	58,537	60,820	57,409	60,130	13.8%	3.9%	-5.6%	4.7%	16.9%
H.E.C.	43,672	55,202	58,754	59,054	59,835	26.4%	6.4%	0.5%	1.3%	37.0%
Polytechnique	51,991	59,011	60,289	63,402	62,603	13.5%	2.2%	5.2%	-1.3%	20.4%
Sherbrooke	45,828	54,483	56,776	55,038	52,563	18.9%	4.2%	-3.1%	-4.5%	14.7%
SOUS-TOTAL	47,692	55,963	58,280	57,530	58,210	17.3%	4.1%	-1.3%	1.2%	22.1%
UQAC	43,891	49,105	50,299	53,153	54,339	11.9%	2.4%	5.7%	2.2%	23.8%
UQAH	37,064	45,244	44,326	47,100	49,508	22.1%	-2.0%	6.3%	5.1%	33.6%
UQAM	40,991	47,175	45,156	49,583	52,335	15.1%	-4.3%	9.8%	5.6%	27.7%
UQAR	39,823	55,025	43,485	47,172	49,008	38.2%	-21.0%	8.5%	3.9%	23.1%
UQAT	36,932	41,013	39,095	44,377	48,857	11.0%	-4.7%	13.5%	10.1%	32.3%
UQTR	42,643	47,015	48,245	49,596	51,354	10.3%	2.6%	2.8%	3.5%	20.4%
ENAP	44,524	50,863	51,321	52,800	58,894	14.2%	0.9%	2.9%	11.5%	32.3%
ETS	46,245	52,769	50,036	56,297	57,106	14.1%	-5.2%	12.5%	1.4%	23.5%
IAF	37,245	45,772	51,177	52,360	55,492	22.9%	11.8%	2.3%	6.0%	49.0%
INRS	44,452	52,868	50,297	56,704	54,424	18.9%	-4.9%	12.7%	-4.0%	22.4%
TELUQ	41,768	45,669	48,237	50,502	50,591	9.3%	5.6%	4.7%	0.2%	21.1%
U.Q.-S.Soc	48,690	61,896	55,814	62,387	63,604	27.1%	-9.8%	11.8%	2.0%	30.6%
U.Q.:total	41,871	49,383	47,938	51,547	53,675	17.9%	-2.9%	7.5%	4.1%	28.2%
Totaux	46,117	53,980	55,237	55,649	56,846	17.0%	2.3%	0.7%	2.1%	23.3%

UNIVERSITES DU QUEBEC tableau 23

EVOLUTION DES SALAIRES MOYENS DES EMPLOYES A TEMPS COMPLET

LE PERSONNEL DE GERANCE

	SALAIRES MOYENS					VARIATIONS			
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83
Bishop's			23,180	24,550	26,733			5.9%	8.9%
Concordia		36,319	39,352	35,427	35,483		8.4%	-10.0%	0.2%
Laval					40,310				
McGill									
Montréal			30,307	31,661	32,611			4.5%	3.0%
H.E.C.				30,553	33,619				10.0%
Polytechnique			27,599	27,886	27,699			1.0%	-0.7%
Sherbrooke		27,813	29,585	29,881	33,574		6.4%	1.0%	12.4%
SOUS-TOTAL		35,464	32,944	32,228	35,632		-7.1%	-2.2%	10.6%
UQAC									
UQAH									
UQAM									
UQAR									
UQAT									
UQTR									
ENAP									
ETS									
IAF			34,436	33,249	33,614			-3.4%	1.1%
INRS									
TELUQ									
U.Q.-S.Soc									
U.Q.:total			34,436	33,249	33,614			-3.4%	1.1%
Totaux		35,464	32,986	32,255	35,588		-7.0%	-2.2%	10.3%

UNIVERSITES DU QUEBEC tableau 24

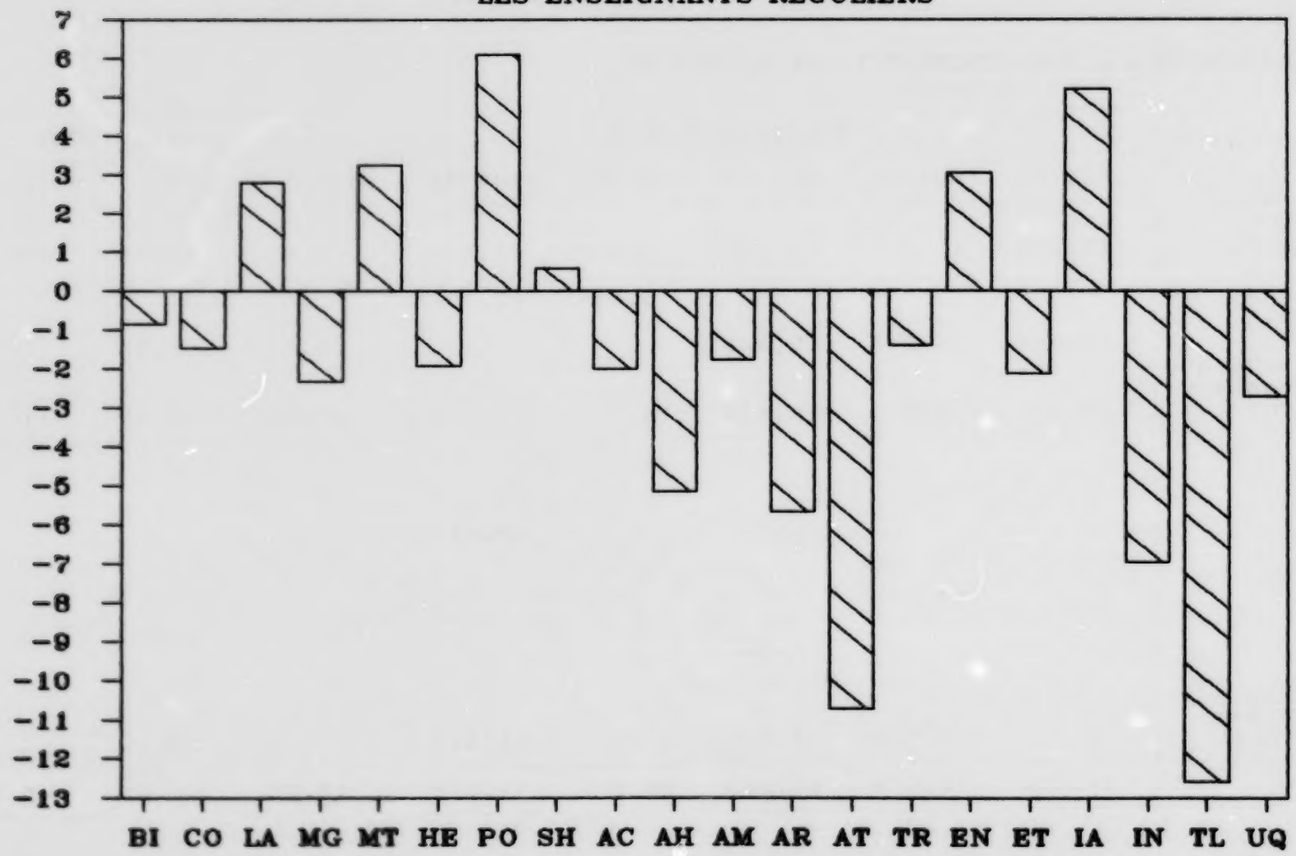
EVOLUTION DES SALAIRES MOYENS DES EMPLOYES A TEMPS COMPLET

LES AUXILIAIRES D'ENSEIGNEMENT ET DE RECHERCHE

	SALAIRES MOYENS					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's										
Concordia	15,610	15,768	18,307	16,602	17,547	1.0%	16.1%	-9.3%	5.7%	12.4%
Laval										
McGill				13,544	12,783				-5.6%	
Montréal										
H.E.C.	11,864	18,513	19,671			56.0%	6.3%			
Polytechnique										
Sherbrooke										
SOUS-TOTAL	14,018	15,915	18,444	16,301	17,009	13.5%	15.9%	-11.6%	4.3%	21.3%
UQAC										
UQAH										
UQAM										
UQAR					24,613					
UQAT										
UQTR										
ENAP		19,400								
ETS										
IAF			14,525							
INRS										
TELUQ										
U.Q.-S.Soc										
U.Q.:total		19,400	14,525		24,613		-25.1%			
Totaux	14,018	15,938	17,283	16,301	17,338	13.7%	8.4%	-5.7%	6.4%	23.7%

SALAIRES MOYENS DE 1984-85 : RESEAU

LES ENSEIGNANTS REGULIERS



0= LA MOYENNE DU RESEAU = 47 736$

UNIVERSITES DU QUEBEC tableau 25

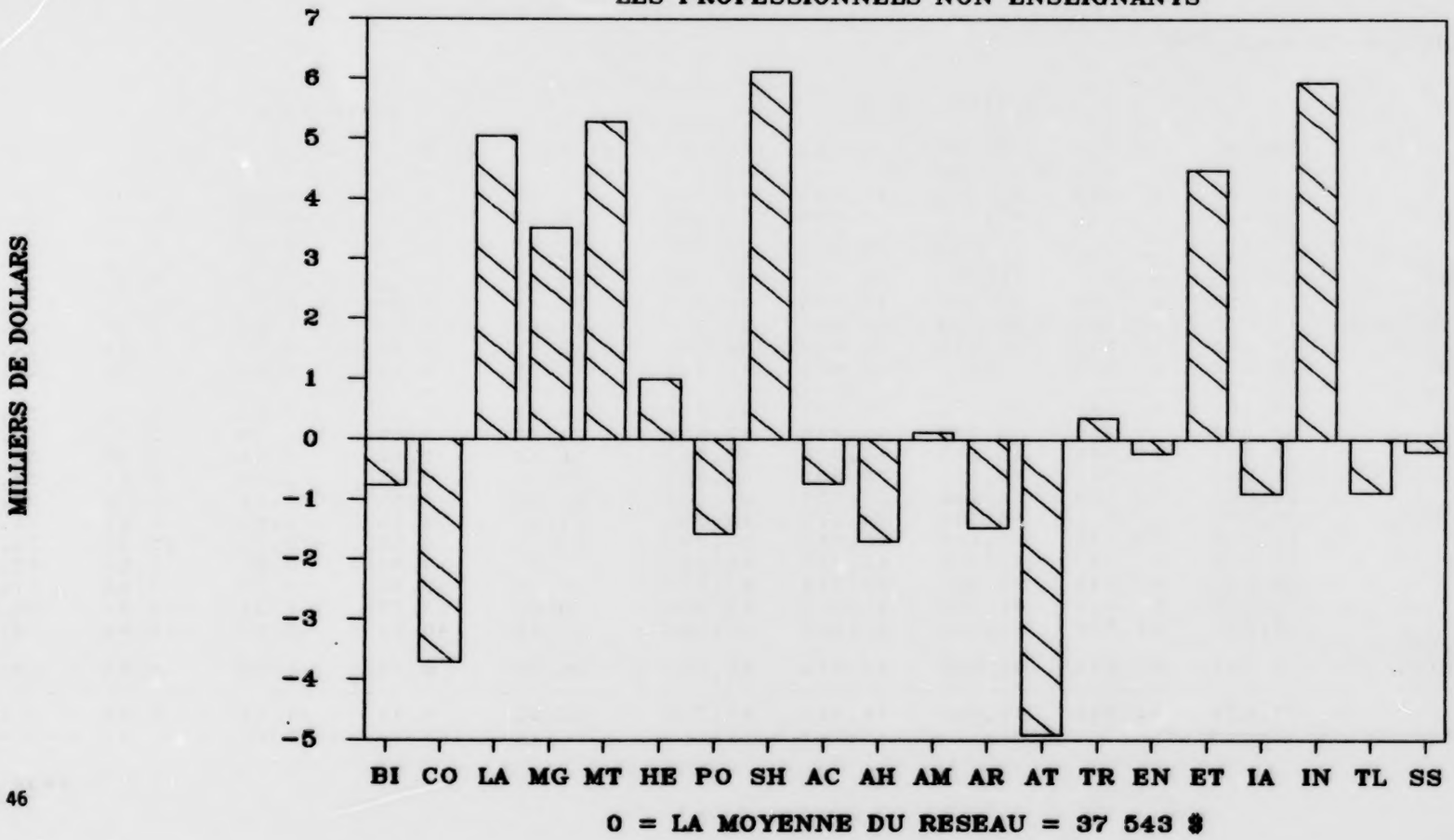
EVOLUTION DES SALAIRES MOYENS DES EMPLOYES A TEMPS COMPLET

LES ENSEIGNANTS REGULIERS

	SALAIRES MOYENS					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	39,164	41,853	45,390	43,043	46,902	6.9%	8.5%	-5.2%	9.0%	19.8%
Concordia	36,628	39,891	43,777	43,484	46,268	8.9%	9.7%	-0.7%	6.4%	26.3%
Laval	40,163	45,699	52,275	46,692	50,548	13.8%	14.4%	-10.7%	8.3%	25.9%
McGill	35,643	38,175	41,177	40,701	45,413	7.1%	7.9%	-1.2%	11.6%	27.4%
Montréal	40,113	47,167	51,453	48,382	50,993	17.6%	9.1%	-6.0%	5.4%	27.1%
H.E.C.	33,559	41,299	42,947	45,905	45,821	23.1%	4.0%	6.9%	-0.2%	36.5%
Polytechnique	44,810	52,697	56,114	52,661	53,843	17.6%	6.5%	-6.2%	2.2%	20.2%
Sherbrooke	38,693	45,233	47,015	46,437	48,328	16.9%	3.9%	-1.2%	4.1%	24.9%
SOUS-TOTAL	38,529	43,644	47,827	45,453	48,707	13.3%	9.6%	-5.0%	7.2%	26.4%
UQAC	35,153	41,531	47,272	45,624	45,748	18.1%	13.8%	-3.5%	0.3%	30.1%
UQAH	32,693	39,810	40,793	41,445	42,582	21.8%	2.5%	1.6%	2.7%	30.3%
UQAM	33,943	39,594	43,610	44,223	45,967	16.6%	10.1%	1.4%	3.9%	35.4%
UQAR	31,544	40,561	40,693	39,882	42,086	28.6%	0.3%	-2.0%	5.5%	33.4%
UQAT	29,004	35,089	36,660	37,057	37,034	21.0%	4.5%	1.1%	-0.1%	27.7%
UQTR	38,091	42,501	45,329	44,219	46,330	11.6%	6.7%	-2.4%	4.8%	21.6%
ENAP	40,024	45,346	50,100	40,540	50,790	13.3%	10.5%	-19.1%	25.3%	26.9%
ETS	40,613	41,033	46,308	46,462	45,622	1.0%	12.9%	0.3%	-1.8%	12.3%
IAF	38,600	41,940	53,921	49,214	52,937	8.7%	28.6%	-8.7%	7.6%	37.1%
INRS	33,924	36,630	41,497	40,969	40,788	8.0%	13.3%	-1.3%	-0.4%	20.2%
TELUQ	33,637	29,394	41,361	41,264	35,168	-12.6%	40.7%	-0.2%	-14.8%	4.5%
U.Q.-S.Soc U.Q.:total	34,791	40,315	43,962	43,416	45,059	15.9%	9.0%	-1.2%	3.8%	29.5%
Totaux	37,654	42,841	46,860	44,921	47,738	13.8%	9.4%	-4.1%	6.3%	26.8%

SALAIRES MOYENS DE 1984-85 : RESEAU

LES PROFESSIONNELS NON ENSEIGNANTS



0 = LA MOYENNE DU RESEAU = 37 543 $

UNIVERSITES DU QUEBEC tableau 26

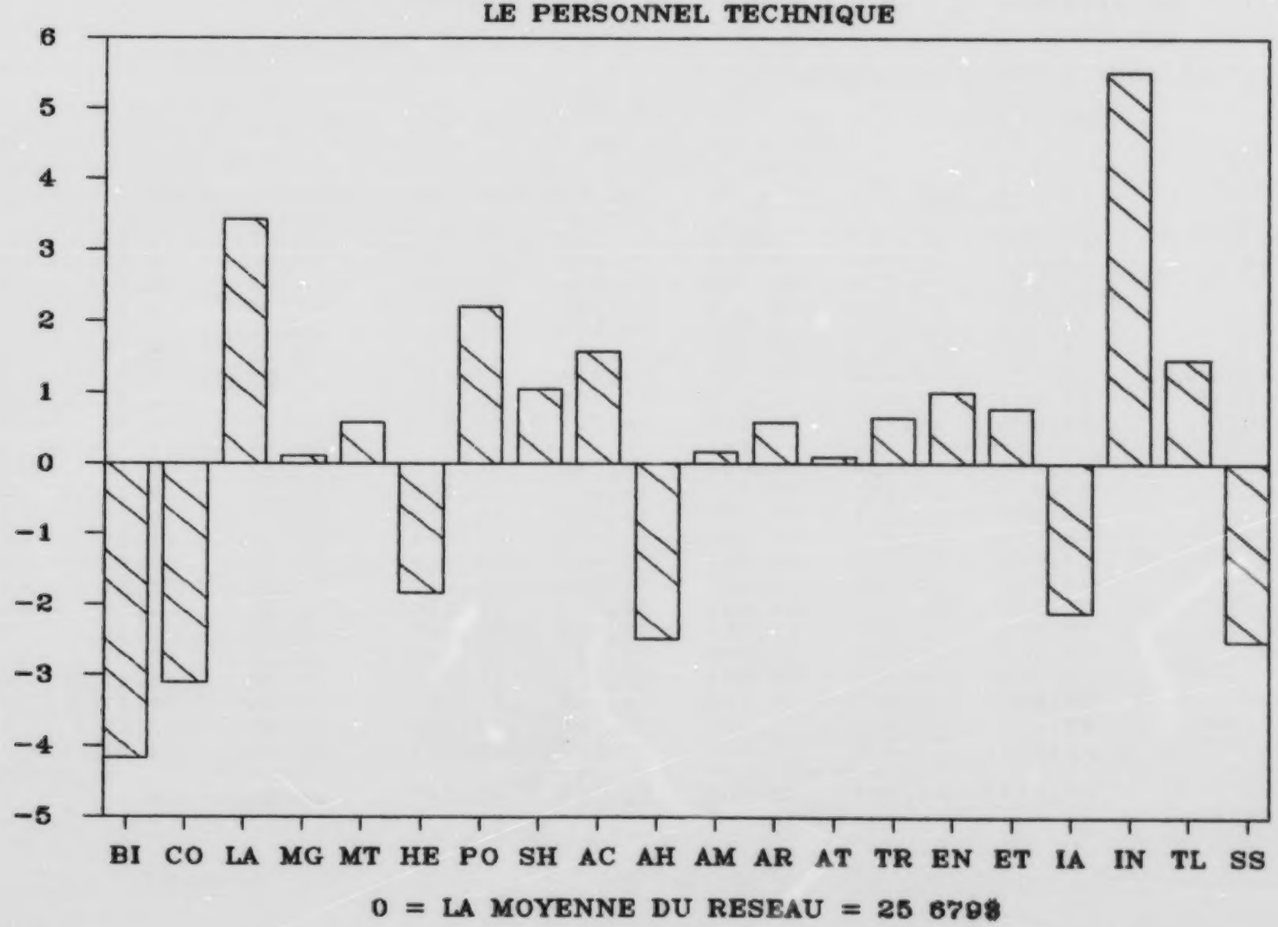
EVOLUTION DES SALAIRES MOYENS DES EMPLOYES A TEMPS COMPLET

LES PROFESSIONNELS NON ENSEIGNANTS

	SALAIRES MOYENS					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	26,667	24,257	26,435	28,078	34,284	-9.0%	9.0%	6.2%	22.1%	28.6%
Concordia	23,674	26,902	28,656	29,989	31,351	13.6%	6.5%	4.7%	4.5%	32.4%
Laval	32,532	37,238	38,608	39,656	40,108	14.5%	3.7%	2.7%	1.1%	23.3%
McGill	28,967	32,368	35,024	35,526	38,577	11.7%	8.2%	1.4%	8.6%	33.2%
Montréal	28,923	34,706	35,917	37,138	40,342	20.0%	3.5%	3.4%	8.6%	39.5%
H.E.C.	27,960	34,520	39,746	32,296	36,053	23.5%	15.1%	-18.7%	11.6%	28.9%
Polytechnique	32,592	33,080	35,174	35,434	33,475	1.5%	6.3%	0.7%	-5.5%	2.7%
Sherbrooke	32,001	39,009	41,560	39,409	41,186	21.9%	6.5%	-5.2%	4.5%	28.7%
SOUS-TOTAL	29,605	34,420	36,120	36,701	38,479	16.3%	4.9%	1.6%	4.8%	30.0%
UQAC	27,688	33,124	34,996	32,368	34,319	19.6%	5.6%	-7.5%	6.0%	23.9%
UQAH	25,317	32,491	35,467	33,872	33,358	28.3%	9.2%	-4.5%	-1.5%	31.8%
UQAM	28,845	33,801	33,795	34,988	35,173	17.2%	0.0%	3.5%	0.5%	21.9%
UQAR	28,088	33,838	30,122	33,392	33,584	20.5%	-11.0%	10.9%	0.6%	19.6%
UQAT	27,744	31,591	31,831	29,423	30,139	13.9%	0.8%	-7.6%	2.4%	8.6%
UQTR	28,586	33,586	35,453	34,309	35,413	17.5%	5.6%	-3.2%	3.2%	23.9%
ENAP	35,310	37,731	39,427	39,020	34,835	6.9%	4.5%	-1.0%	-10.7%	-1.3%
ETS	35,319	38,587	37,459	37,974	39,527	9.3%	-2.9%	1.4%	4.1%	11.9%
IAF	28,019	35,169	39,639	32,028	34,160	25.5%	12.7%	-19.2%	6.7%	21.9%
INRS	30,543	36,733	34,854	38,121	41,004	20.3%	-5.1%	9.4%	7.6%	34.3%
TELUQ	28,843	29,423	35,050	36,015	34,165	2.0%	19.1%	2.8%	-5.1%	18.5%
U.Q.-S.Soc	29,263	35,865	35,152	35,080	34,859	22.6%	-2.0%	-0.2%	-0.6%	19.1%
U.Q.:total	28,817	33,805	34,742	34,567	35,047	17.3%	2.8%	-0.5%	1.4%	21.6%
Totaux	29,434	34,289	35,802	36,199	37,543	16.5%	4.4%	1.1%	3.7%	27.5%

SALAIRES MOYENS DE 1984–85 : RESEAU

LE PERSONNEL TECHNIQUE



0 = LA MOYENNE DU RESEAU = 25 679$

UNIVERSITES DU QUEBEC tableau 27

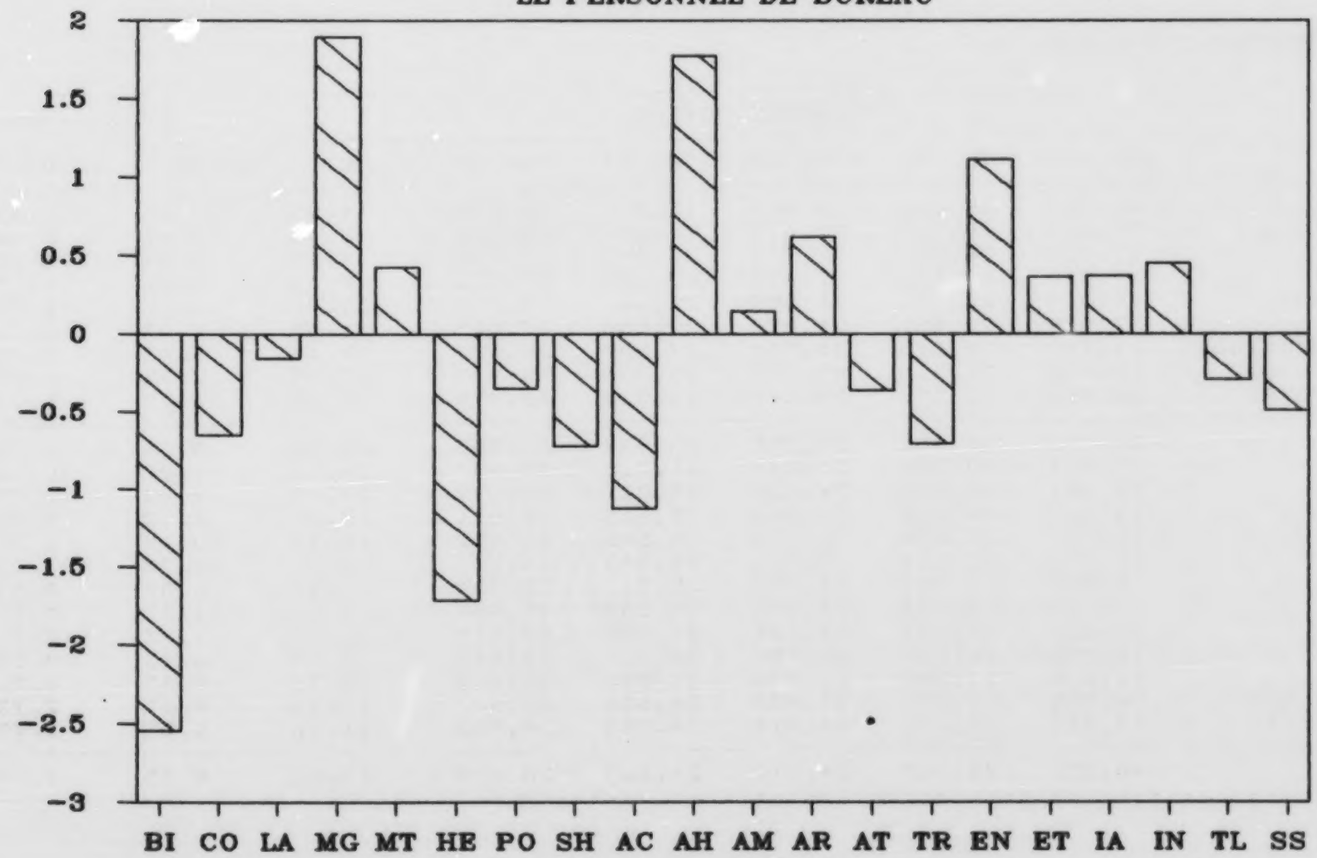
EVOLUTION DES SALAIRES MOYENS DES EMPLOYES A TEMPS COMPLET

LE PERSONNEL TECHNIQUE

	SALAIRES MOYENS					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	16,561	19,021	18,523	17,863	20,757	14.9%	-2.6%	-3.6%	16.2%	25.3%
Concordia	20,071	19,049	21,415	21,850	21,824	-5.1%	12.4%	2.0%	-0.1%	8.7%
Laval	23,228	26,611	27,394	27,093	28,356	14.6%	2.9%	-1.1%	4.7%	22.1%
McGill	19,844	20,863	22,879	23,135	25,032	5.1%	9.7%	1.1%	8.2%	26.1%
Montréal	18,635	22,708	24,359	22,667	25,494	21.9%	7.3%	-6.9%	12.5%	36.8%
H.E.C.	17,069	22,451	24,023	22,556	23,095	31.5%	7.0%	-6.1%	2.4%	35.3%
Polytechnique	21,418	24,013	25,554	27,509	27,132	12.1%	6.4%	7.7%	-1.4%	26.7%
Sherbrooke	19,778	24,415	25,330	25,306	25,972	23.4%	3.7%	-0.1%	2.6%	31.3%
SOUS-TOTAL	20,596	23,398	24,844	24,533	25,979	13.6%	6.2%	-1.2%	5.9%	26.1%
UQAC	20,702	24,460	25,758	25,938	26,503	18.2%	5.3%	0.7%	2.2%	28.0%
UQAH	17,964	20,835	21,844	21,720	22,437	16.0%	4.8%	-0.6%	3.3%	24.9%
UQAM	18,683	23,189	24,126	24,821	25,092	24.1%	4.0%	2.9%	1.1%	34.3%
UQAR	19,860	22,855	24,746	25,615	25,511	15.1%	8.3%	3.5%	-0.4%	28.5%
UQAT	19,721	21,878	24,090	24,505	25,022	10.9%	10.1%	1.7%	2.1%	26.9%
UQTR	19,355	23,054	25,986	25,573	25,573	19.1%	12.7%	-1.6%	0.0%	32.1%
ENAP	19,539	22,910	24,458	25,323	25,924	17.3%	6.8%	3.5%	2.4%	32.7%
ETS	19,510	22,203	24,706	25,539	25,696	13.8%	11.3%	3.4%	0.6%	31.7%
IAF	18,226	23,627	24,024	21,061	22,824	29.6%	1.7%	-12.3%	8.4%	25.2%
INRS	23,209	26,600	28,753	28,606	30,442	14.6%	8.1%	-0.5%	6.4%	31.2%
TELUQ	18,870	24,203	22,896	24,310	26,399	28.3%	-5.4%	6.2%	8.6%	39.9%
U.Q.-S.Soc	18,728	21,990	23,933	24,634	22,407	17.4%	8.8%	2.9%	-9.0%	19.6%
U.Q.:total	19,313	23,426	24,711	24,283	24,930	21.3%	5.5%	-1.7%	2.7%	29.1%
Totaux	20,276	22,907	24,810	24,465	25,679	13.0%	8.3%	-1.4%	5.0%	26.6%

SALAIRES MOYENS DE 1984-85 : RESEAU

LE PERSONNEL DE BUREAU



0 = LA MOYENNE DU RESEAU = 19 868 $

UNIVERSITES DU QUEBEC tableau 28

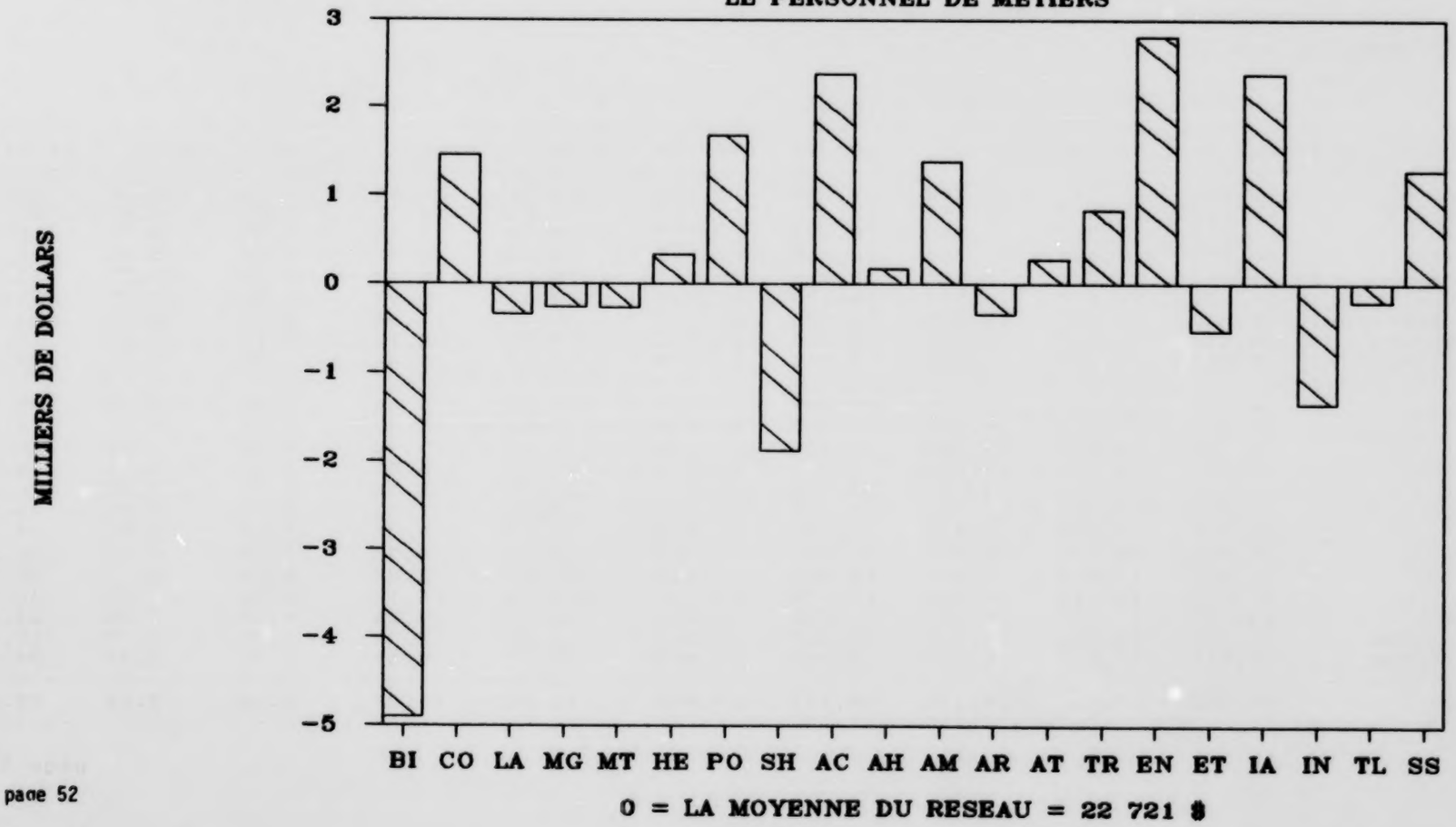
EVOLUTION DES SALAIRES MOYENS DES EMPLOYES A TEMPS COMPLET

LE PERSONNEL DE BUREAU

	SALAIRES MOYENS					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	12,256	14,463	15,568	17,155	17,110	18.0%	7.6%	10.2%	-0.3%	39.6%
Concordia	15,415	16,613	18,471	18,936	19,006	7.8%	11.2%	2.5%	0.4%	23.3%
Laval	15,052	17,711	19,143	18,794	19,497	17.7%	8.1%	-1.8%	3.7%	29.5%
McGill	16,792	18,134	20,301	20,468	21,548	8.0%	12.0%	0.8%	5.3%	28.3%
Montréal	14,643	16,571	19,067	18,219	20,083	13.2%	15.1%	-4.4%	10.2%	37.2%
H.E.C.	14,132	15,877	18,277	18,429	17,937	12.3%	15.1%	0.8%	-2.7%	26.9%
Polytechnique	14,500	16,140	18,329	18,920	19,303	11.3%	13.6%	3.2%	2.0%	33.1%
Sherbrooke	15,398	17,618	18,688	18,713	18,932	14.4%	6.1%	0.1%	1.2%	22.9%
SOUS-TOTAL	15,359	17,225	19,188	19,042	19,939	12.1%	11.4%	-0.8%	4.7%	29.8%
UQAC	14,435	17,217	18,703	19,249	18,528	19.3%	8.6%	2.9%	-3.7%	28.4%
UQAH	16,261	17,212	19,589	20,257	21,430	5.9%	13.8%	3.4%	5.8%	31.8%
UQAM	16,700	16,799	19,462	19,466	19,795	0.6%	15.9%	0.0%	1.7%	18.5%
UQAR	15,831	18,321	19,576	20,344	20,272	15.7%	6.8%	3.9%	-0.4%	28.1%
UQAT	16,010	17,922	18,844	19,298	19,294	11.9%	5.1%	2.4%	0.0%	20.5%
UQTR	14,928	17,150	18,402	18,897	18,948	14.9%	7.3%	2.7%	0.3%	26.9%
ENAP	15,479	17,279	18,443	20,481	20,768	11.6%	6.7%	11.1%	1.4%	34.2%
ETS	15,264	18,606	18,547	19,851	20,020	21.9%	-0.3%	7.0%	0.9%	31.2%
IAF	16,624	18,551	19,077	19,835	20,022	11.6%	2.8%	4.0%	0.9%	20.4%
INRS	15,377	17,618	20,104	19,338	20,104	14.6%	14.1%	-3.8%	4.0%	30.7%
TELUQ	15,199	19,107	18,309	20,018	19,359	25.7%	-4.2%	9.3%	-3.3%	27.4%
U.Q.-S.Soc	16,056	18,396	19,039	20,547	19,165	14.6%	3.5%	7.9%	-6.7%	19.4%
U.Q.:total	15,819	17,414	19,067	19,581	19,653	10.1%	9.5%	2.7%	0.4%	24.2%
Totaux	15,455	17,267	19,160	19,172	19,868	11.7%	11.0%	0.1%	3.6%	28.6%

SALAIRES MOYENS DE 1984–85 : RESEAU

LE PERSONNEL DE METIERS



0 = LA MOYENNE DU RESEAU = 22 721 $

UNIVERSITES DU QUEBEC tableau 29

EVOLUTION DES SALAIRES MOYENS DES EMPLOYES A TEMPS COMPLET

LE PERSONNEL OUVRIER (OU DE METIERS)

	SALAIRES MOYENS					VARIATIONS				
	1980-81	1981-82	1982-83	1983-84	1984-85	81/80	82/81	83/82	84/83	84/80
Bishop's	14,804	16,264	18,103	17,372	17,818	9.9%	11.3%	-4.0%	2.6%	20.4%
Concordia	19,111	20,553	23,323	23,953	24,167	7.5%	13.5%	2.7%	0.9%	26.5%
Laval	16,367	19,297	20,409	22,334	22,383	17.9%	5.8%	9.4%	0.2%	36.8%
McGill	16,773	19,633	22,831	22,718	22,463	17.1%	16.3%	-0.5%	-1.1%	33.9%
Montréal	15,884	17,872	20,686	20,289	22,455	12.5%	15.7%	-1.9%	10.7%	41.4%
H.E.C.	16,277	19,086	20,015	22,038	23,055	17.3%	4.9%	10.1%	4.6%	41.6%
Polytechnique	16,568	19,191	20,220	23,973	24,393	15.8%	5.4%	18.6%	1.8%	47.2%
Sherbrooke	19,493	20,839	21,986	22,533	20,846	6.9%	5.5%	2.5%	-7.5%	6.9%
SOUS-TOTAL	16,707	19,083	21,392	21,974	22,485	14.2%	12.1%	2.7%	2.3%	34.6%
UQAC	16,046	19,568	19,807	23,731	25,091	21.9%	1.2%	19.8%	5.7%	56.4%
UQAH	18,109	20,191	21,633	21,957	22,895	11.5%	7.1%	1.5%	4.3%	26.4%
UQAM	16,994	17,721	22,172	23,299	24,103	4.3%	25.1%	5.1%	3.4%	41.8%
UQAR	16,339	19,759	20,555	20,502	22,383	20.9%	4.0%	-0.3%	9.2%	37.0%
UQAT	16,947	19,805	20,242	21,962	23,002	16.9%	2.2%	8.5%	4.7%	35.7%
UQTR	19,038	21,520	22,774	23,191	23,556	13.0%	5.8%	1.8%	1.6%	23.7%
ENAP	18,729	20,418	18,173	23,281	25,523	9.0%	-11.0%	28.1%	9.6%	36.3%
ETS	16,530	18,104	23,421	20,403	22,191	9.5%	29.4%	-12.9%	8.8%	34.2%
IAF	18,717	21,506	21,148	22,141	25,089	14.9%	-1.7%	4.7%	13.3%	34.0%
INRS	15,702	17,388	19,644	21,080	21,376	10.7%	13.0%	7.3%	1.4%	36.1%
TELUQ										
U.Q.-S.Soc	15,525	19,884	21,838	23,452	22,525	28.1%	9.8%	7.4%	-4.0%	45.1%
U.Q.:total	17,361	19,010	21,612	22,735	24,001	9.5%	13.7%	5.2%	5.6%	38.2%
Totaux	16,791	19,073	21,425	22,092	22,721	13.6%	12.3%	3.1%	2.8%	35.3%

Section II: Répartition des masses salariales et des ETC entre les diverses catégories de personnel, exprimés en valeur absolue et en pourcentage du total

1- Répartition des masses salariales

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tableau 30

REPARTITION DES MASSES SALARIALES ENTRE LES DIVERSES CATEGORIES (y compris les chargés de cours)

	MASSES SALARIALES EN 1980-81									POURCENTAGE DE LA MASSE ATTRIBUE A CHAQUE CATEGORIE							
	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET	TOTAL	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET
Bishop's	441,000		3,242,000	20,000	240,000	472,000	639,000	947,000	6,001,000	7.3%		54.0%	0.3%	4.0%	7.9%	10.6%	15.8%
Concordia	6,102,000		30,974,000	1,366,000	4,369,000	3,183,000	10,615,000	3,850,000	60,459,000	10.1%		51.2%	2.3%	7.2%	5.3%	17.6%	6.4%
Laval	8,813,568		58,285,345	4,841,742	15,312,743	12,185,340	17,381,112	8,412,233	125,232,083	7.0%		46.5%	3.9%	12.2%	9.7%	13.9%	6.7%
McGill	9,903,000		48,152,000	5,322,000	8,348,000	8,610,000	19,557,000	9,724,000	109,616,000	9.0%		43.9%	4.9%	7.6%	7.9%	17.8%	8.9%
Montréal	10,312,857		60,228,539	2,832,112	21,729,903	7,250,790	18,158,598	9,857,743	130,570,542	8.1%		46.1%	2.2%	16.6%	5.6%	13.9%	7.5%
H.E.C.	1,180,885		6,125,117	570,411	1,092,144	685,674	2,061,678	531,912	12,247,821	9.6%		50.0%	4.7%	8.9%	5.6%	16.8%	4.3%
Polytechnique	1,559,726		9,394,919	177,166	1,221,338	2,862,440	1,659,260	1,287,245	18,162,094	8.6%		51.7%	1.0%	6.7%	15.8%	9.1%	7.1%
Sherbrooke	6,297,833		23,357,866	1,004,535	3,900,027	3,730,022	5,990,098	2,131,408	46,611,789	13.5%		50.5%	2.2%	8.4%	8.0%	12.9%	4.6%
SOUS-TOTAL	44,810,869		239,959,786	16,133,966	56,213,155	38,979,266	76,061,746	36,741,541	508,900,329	8.8%		47.2%	3.2%	11.0%	7.7%	14.9%	7.2%
UQAC	894,500		8,655,200	194,500	1,712,100	1,200,300	2,107,600	208,600	14,972,800	6.0%		57.8%	1.3%	11.4%	8.0%	14.1%	1.4%
UQAH	711,627		3,619,425	56,997	643,431	355,065	1,097,196	126,761	6,610,502	10.8%		54.8%	0.9%	9.7%	5.4%	16.6%	1.9%
UQAM	3,894,115		30,300,138	1,083,515	4,266,671	2,514,552	7,212,952	2,946,768	52,218,711	7.5%		58.0%	2.1%	8.2%	4.8%	13.8%	5.6%
UQAR	1,154,879		5,931,326	118,244	622,596	667,028	1,268,204	372,001	10,134,278	11.4%		58.5%	1.2%	6.1%	6.6%	12.5%	3.7%
UQAT	153,639		1,893,393	23,373	409,781	195,439	635,562	50,841	3,364,028	4.6%		56.3%	0.7%	12.2%	5.8%	18.9%	1.5%
UQTR	2,100,168		13,906,678	538,626	2,568,710	2,019,606	3,176,102	290,287	24,600,177	8.5%		56.5%	2.2%	10.4%	8.2%	12.9%	1.2%
ENAP	585,043		2,216,200		252,467	328,848	650,816	131,106	4,164,480	14.0%		53.2%	0.0%	6.1%	7.9%	15.6%	3.1%
ETS	508,690		1,161,417	18,300	247,231	302,412	464,025	67,823	2,769,898	18.4%		41.9%	0.7%	8.9%	10.9%	16.8%	2.4%
INF	1,452,546		926,406		672,444	2,801,027	1,039,887	1,114,251	8,006,561	18.1%		11.6%		8.4%	35.0%	13.0%	13.9%
INRS	757,012		3,383,279		1,422,071	1,075,720	892,005	62,806	7,592,893	10.0%		44.6%		18.7%	14.2%	11.7%	0.8%
TELUQ	710,050		539,611		2,651,921	422,093	1,209,801		5,333,476	12.8%		9.8%		47.9%	7.6%	21.9%	
U.Q.-S.Soc	1,655,453				1,629,972	596,743	1,062,931	85,385	5,030,484	32.9%				32.4%	11.9%	21.1%	1.7%
U.Q.:total	14,577,722		72,535,073	2,033,555	17,099,395	12,478,833	20,817,081	5,456,629	144,998,288	10.1%		50.0%	1.4%	11.8%	8.6%	14.4%	3.8%
Totaux	59,388,591		312,494,859	18,167,521	73,312,550	51,458,099	96,878,827	42,198,170	653,898,617	9.1%		47.8%	2.8%	11.2%	7.9%	14.8%	6.5%

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tableau 31

REPARTITION DES MASSES SALARIALES ENTRE LES DIVERSES CATEGORIES (y compris les chargés de cours)

	MASSES SALARIALES EN 1981-82									POURCENTAGE DE LA MASSE ATTRIBUE A CHAQUE CATEGORIE							
	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET	TOTAL	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET
Bishop's	470,211		3,617,535	26,644	275,534	523,087	684,507	995,068	6,592,586	7.1%		54.9%	0.4%	4.2%	7.9%	10.4%	15.1%
Concordia	3,589,200	3,250,546	33,190,294	1,294,552	5,408,826	2,734,846	11,133,995	4,228,592	64,830,851	5.5%	5.0%	51.2%	2.0%	8.3%	4.2%	17.2%	6.5%
Laval	9,886,012		65,419,522	5,395,435	18,277,963	13,473,096	18,881,605	9,021,133	140,354,766	7.0%		46.6%	3.8%	13.0%	9.6%	13.5%	6.4%
McGill	9,652,000		51,652,000	5,125,000	8,949,000	8,949,000	19,449,000	10,694,000	114,470,000	8.4%		45.1%	4.5%	7.8%	7.8%	17.0%	9.3%
Montréal	11,394,199		67,407,524	2,470,268	24,921,434	7,948,094	19,112,953	10,776,086	144,030,558	7.9%		46.8%	1.7%	17.3%	5.5%	13.3%	7.5%
H.E.C.	1,247,005		7,149,725	316,145	1,243,812	1,060,855	2,071,838	584,999	13,674,379	9.1%		52.3%	2.3%	9.1%	7.8%	15.2%	4.3%
Polytechnique	1,799,822		10,792,647	122,840	1,459,840	3,155,001	1,686,183	1,420,157	20,436,490	8.8%		52.8%	0.6%	7.1%	15.4%	8.3%	6.9%
Sherbrooke	5,441,774	278,133	26,787,835	967,077	5,159,948	4,182,453	6,561,777	2,164,239	51,543,236	10.6%	0.5%	52.0%	1.9%	10.0%	8.1%	12.7%	4.2%
SOUS-TOTAL	43,480,223	3,528,679	266,017,082	15,717,961	65,696,357	42,026,432	79,581,858	39,884,274	535,932,866	7.8%	0.6%	47.9%	2.8%	11.8%	7.6%	14.3%	7.2%
UQAC	982,100		10,005,600	251,400	2,017,500	1,383,000	2,412,900	379,900	17,432,400	5.6%		57.4%	1.4%	11.6%	7.9%	13.8%	2.2%
UQAH	850,586		4,745,086	39,812	733,344	419,819	1,240,415	141,336	7,170,398	11.9%		52.2%	0.6%	10.2%	5.9%	17.3%	2.0%
UQAM	4,473,104		37,528,361	1,254,008	5,145,695	3,007,767	8,286,380	3,377,120	63,072,435	7.1%		59.5%	2.0%	8.2%	4.8%	13.1%	5.4%
UQAR	1,496,667		7,107,142	141,688	761,032	730,503	1,413,564	495,502	12,146,098	12.3%		58.5%	1.2%	6.3%	6.0%	11.6%	4.1%
UQAT	179,635		2,143,152	67,921	308,962	196,904	623,599	59,416	3,579,589	5.0%		59.9%	1.9%	8.6%	5.5%	17.4%	1.7%
UQTR	2,212,064		15,721,642	444,002	2,648,525	2,454,243	3,269,251	323,704	27,073,431	8.2%		58.1%	1.6%	9.8%	9.1%	12.1%	1.2%
ENAP	450,139		2,464,555	70,331	298,829	403,680	634,355	182,166	4,504,055	10.0%		54.7%	1.6%	6.6%	9.0%	14.1%	4.0%
ETS	506,580		1,468,792	19,656	231,523	379,865	526,402	87,667	3,220,485	15.7%		45.6%	0.6%	7.2%	11.8%	16.3%	2.7%
INF	1,803,400		1,084,154		854,613	3,576,466	1,167,537	1,280,023	9,766,193	18.5%		11.1%		8.8%	36.6%	12.0%	13.1%
INRS	897,692		3,358,244		1,343,323	907,856	921,422	69,552	7,498,089	12.0%		44.8%		17.9%	12.1%	12.3%	0.9%
TELUQ	806,070		639,942		3,171,016	496,524	1,572,158		6,685,710	12.1%		9.6%		47.4%	7.4%	23.5%	
U.Q.-S.Soc	1,945,355				2,001,291	424,410	1,218,810	99,420	5,689,286	34.2%				35.2%	7.5%	21.4%	1.7%
U.Q.:total	16,603,392		85,266,670	2,288,818	19,515,653	14,381,037	23,286,793	6,495,806	167,838,169	9.9%		50.8%	1.4%	11.6%	8.6%	13.9%	3.9%
Totaux	60,083,615	3,528,679	351,283,752	18,006,779	85,212,010	56,407,469	102,868,651	46,380,080	723,771,035	8.3%	0.5%	48.5%	2.5%	11.8%	7.8%	14.2%	6.4%

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tableau 32

REPARTITION DES MASSES SALARIALES ENTRE LES DIVERSES CATEGORIES (y compris les chargés de cours)

	MASSES SALARIALES EN 1982-83									POURCENTAGE DE LA MASSE ATTRIBUE A CHAQUE CATEGORIE							
	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET	TOTAL	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET
Bishop's	471,845	69,540	3,727,916	24,049	285,940	476,503	673,805	1,090,458	6,820,056	6.9%	1.0%	54.7%	0.4%	4.2%	7.0%	9.9%	16.0%
Concordia	3,480,973	3,490,563	34,932,567	1,432,368	5,757,886	3,115,613	12,000,448	4,598,869	68,809,287	5.1%	5.1%	50.8%	2.1%	8.4%	4.5%	17.4%	6.7%
Laval	10,256,634		73,039,416	4,315,725	18,731,564	13,733,866	19,080,205	8,975,830	148,133,240	6.9%		49.3%	2.9%	12.6%	9.3%	12.9%	6.1%
McGill	10,256,000		53,727,000	5,487,000	9,330,000	8,994,000	21,684,000	10,888,000	120,366,000	8.5%		44.6%	4.6%	7.8%	7.5%	18.0%	9.0%
Montréal	12,263,646	5,105,309	70,424,863	2,415,577	19,468,841	8,164,266	20,021,298	11,107,722	148,971,522	8.2%	3.4%	47.3%	1.6%	13.1%	5.5%	13.4%	7.5%
H.E.C.	1,242,061		7,246,534	300,951	1,260,713	1,133,167	2,132,220	623,763	13,939,409	8.9%		52.0%	2.2%	9.0%	8.1%	15.3%	4.5%
Polytechnique	1,688,095	317,391	10,305,378	235,151	1,343,406	3,000,233	1,761,513	1,322,016	19,973,183	8.5%	1.6%	51.6%	1.2%	6.7%	15.0%	8.8%	6.6%
Sherbrooke	6,163,331	295,845	27,057,648	997,184	5,106,916	4,305,423	6,626,391	2,096,820	52,651,558	11.7%	0.6%	51.4%	1.9%	9.7%	8.2%	12.6%	4.0%
SOUS-TOTAL	45,824,585	9,278,648	280,461,322	15,208,005	61,285,266	42,923,071	83,979,880	40,703,478	579,664,255	7.9%	1.6%	48.4%	2.6%	10.6%	7.4%	14.5%	7.0%
UQAC	886,276		11,104,690	326,021	2,299,106	1,428,809	2,700,753	400,119	19,145,774	4.6%		58.0%	1.7%	12.0%	7.5%	14.1%	2.1%
UQAH	833,321		4,244,672	57,272	737,119	443,441	1,540,066	108,163	7,964,054	10.5%		53.3%	0.7%	9.3%	5.6%	19.3%	1.4%
UQAM	4,431,202		41,534,479	1,416,046	5,490,034	3,449,045	9,431,828	3,779,251	69,531,885	6.4%		59.7%	2.0%	7.9%	5.0%	13.6%	5.4%
UQAR	1,195,841		7,780,861	154,119	844,337	783,785	1,513,611	612,993	12,885,547	9.3%		60.4%	1.2%	6.6%	6.1%	11.7%	4.8%
UQAT	169,281		2,388,410	121,281	419,198	228,991	728,567	63,989	4,119,717	4.1%		58.0%	2.9%	10.2%	5.6%	17.7%	1.6%
UQTR	2,157,995		16,152,907	549,103	2,821,603	2,187,843	3,852,366	962,482	28,684,299	7.5%		56.3%	1.9%	9.8%	7.6%	13.4%	3.4%
FNAP	487,037		2,851,536	16,405	263,764	417,495	646,429	175,556	4,858,222	10.0%		58.7%	0.3%	5.4%	8.6%	13.3%	3.6%
ETS	425,304		1,577,724	51,944	256,240	436,518	539,140	122,101	3,408,971	12.5%		46.3%	1.5%	7.5%	12.8%	15.8%	3.6%
IAF	1,715,449	279,968	1,196,505	268,870	825,452	3,269,677	1,240,306	1,284,429	10,080,656	17.0%	2.8%	11.9%	2.7%	8.2%	32.4%	12.3%	12.7%
INRS	817,319		3,737,786		1,311,910	916,704	863,397	72,290	7,719,406	10.6%		48.4%		17.0%	11.9%	11.2%	0.9%
TELUQ	868,259		1,323,539	69,699	2,954,458	642,507	1,756,245		7,614,707	11.4%		17.4%	0.9%	38.8%	8.4%	23.1%	
U.Q.-S.Soc	1,772,212				2,060,777	437,969	1,197,401	104,823	5,573,182	31.8%				37.0%	7.9%	21.5%	1.9%
U.Q.:total	15,759,496	279,968	93,893,109	3,030,760	20,283,998	14,642,784	26,010,109	7,686,196	181,586,420	8.7%	0.2%	51.7%	1.7%	11.2%	8.1%	14.3%	4.2%
Totaux	61,584,081	9,558,616	374,354,431	18,238,765	81,569,264	57,565,855	109,989,989	48,389,674	761,250,675	8.1%	1.3%	49.2%	2.4%	10.7%	7.6%	14.4%	6.4%

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tableau 33

REPARTITION DES MASSES SALARIALES ENTRE LES DIVERSES CATEGORIES (y compris les chargés de cours)

	MASSES SALARIALES EN 1983-84									POURCENTAGE DE LA MASSE ATTRIBUE A CHAQUE CATEGORIE							
	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET	TOTAL	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET
Bishop's	474,810	73,650	3,689,655	33,978	294,815	449,599	756,318	1,058,713	6,831,538	7.0%	1.1%	54.0%	0.5%	4.3%	6.6%	11.1%	15.5%
Concordia	2,165,792	2,479,918	36,852,063	1,637,925	6,160,850	3,215,826	12,300,702	4,641,890	69,454,966	3.1%	3.6%	53.1%	2.4%	8.9%	4.6%	17.7%	6.7%
Laval	10,030,611		63,631,229	4,165,552	18,880,735	13,030,663	18,626,907	8,924,785	137,290,482	7.3%		46.7%	3.0%	13.8%	9.5%	13.6%	6.5%
McGill	10,474,831		52,867,556	5,180,708	9,996,824	8,926,812	21,383,425	11,484,725	120,314,881	8.7%		43.9%	4.3%	8.3%	7.4%	17.8%	9.5%
Montréal	10,802,084	5,437,110	66,929,043	2,655,800	19,933,922	7,882,354	18,813,398	10,397,647	142,851,358	7.6%	3.8%	46.9%	1.9%	14.0%	5.5%	13.2%	7.3%
H.E.C.	1,536,579	427,738	7,821,927	298,943	1,066,566	938,043	2,189,972	717,641	14,997,409	10.2%	2.9%	52.2%	2.0%	7.1%	6.3%	14.6%	4.8%
Polytechnique	1,806,971	363,914	10,840,232	450,335	1,759,477	2,685,257	2,236,780	1,800,837	21,943,803	8.2%	1.7%	49.4%	2.1%	8.0%	12.2%	10.2%	8.2%
Sherbrooke	5,814,076	298,807	26,024,910	1,007,116	4,730,716	4,299,882	6,527,266	2,082,281	50,785,054	11.4%	0.6%	51.2%	2.0%	9.3%	8.5%	12.9%	4.1%
SOUS-TOTAL	43,105,754	9,081,137	268,656,615	15,430,357	62,823,905	41,428,436	82,834,768	41,108,519	564,469,491	7.6%	1.6%	47.6%	2.7%	11.1%	7.3%	14.7%	7.3%
UQAC	1,074,746		10,599,221	511,608	2,384,043	1,486,213	2,865,729	588,070	19,509,629	5.5%		54.3%	2.6%	12.2%	7.6%	14.7%	3.0%
UQAH	841,670		4,508,835	98,317	785,470	592,599	1,689,051	109,786	8,625,728	9.8%		52.3%	1.1%	9.1%	6.9%	19.6%	1.3%
UQAM	5,008,356		44,114,798	1,602,442	5,860,572	3,796,209	10,124,242	3,929,204	74,435,823	6.7%		59.3%	2.2%	7.9%	5.1%	13.6%	5.3%
UQAR	1,307,126		7,978,519	209,007	1,001,366	833,963	1,616,406	676,513	13,622,900	9.6%		58.6%	1.5%	7.4%	6.1%	11.9%	5.0%
UQAT	310,640		2,747,107	108,584	377,426	277,908	864,451	65,886	4,752,002	6.5%		57.8%	2.3%	7.9%	5.8%	18.2%	1.4%
UQTR	2,209,483		16,258,723	715,374	2,856,021	2,241,511	3,834,262	1,050,896	29,166,270	7.6%		55.7%	2.5%	9.8%	7.7%	13.1%	3.6%
ENAP	715,442		2,874,404		234,937	452,851	752,438	213,799	5,243,871	13.6%		54.8%		4.5%	8.6%	14.3%	4.1%
ETS	468,957		2,174,497	51,304	363,329	523,317	626,767	159,727	4,367,898	10.7%		49.8%	1.2%	8.3%	12.0%	14.3%	3.7%
IAF	1,849,715	259,671	1,311,628	81,963	919,007	3,556,384	1,385,175	1,342,672	10,706,215	17.3%	2.4%	12.3%	0.8%	8.6%	33.2%	12.9%	12.5%
INRS	1,059,805		4,140,442		1,316,951	1,066,978	988,218	91,487	8,663,881	12.2%		47.8%		15.2%	12.3%	11.4%	1.1%
TELUQ	909,033		1,071,355	40,465	3,099,668	832,042	1,905,379		7,857,944	11.6%		13.6%	0.5%	39.4%	10.6%	24.2%	
U.Q.-S.Soc	1,965,185				2,003,625	430,010	1,262,099	110,225	5,771,144	34.1%				34.7%	7.5%	21.9%	1.9%
U.Q.:total	17,720,160	259,671	97,779,529	3,419,064	21,202,415	16,089,985	27,914,216	8,338,265	192,723,305	9.2%	0.1%	50.7%	1.8%	11.0%	8.3%	14.5%	4.3%
Totaux	60,825,914	9,340,808	366,436,144	18,849,421	84,026,320	57,518,421	110,748,984	49,446,784	757,192,796	8.0%	1.2%	48.4%	2.5%	11.1%	7.6%	14.6%	6.5%

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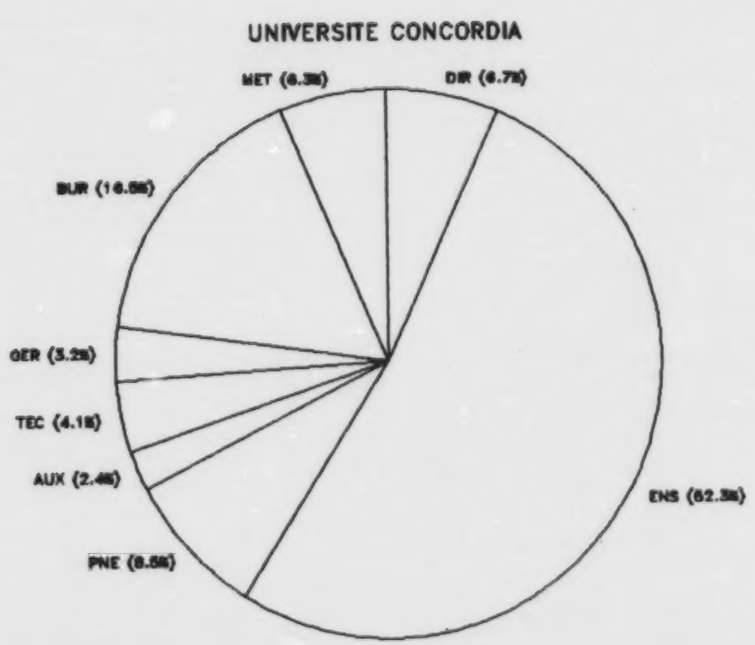
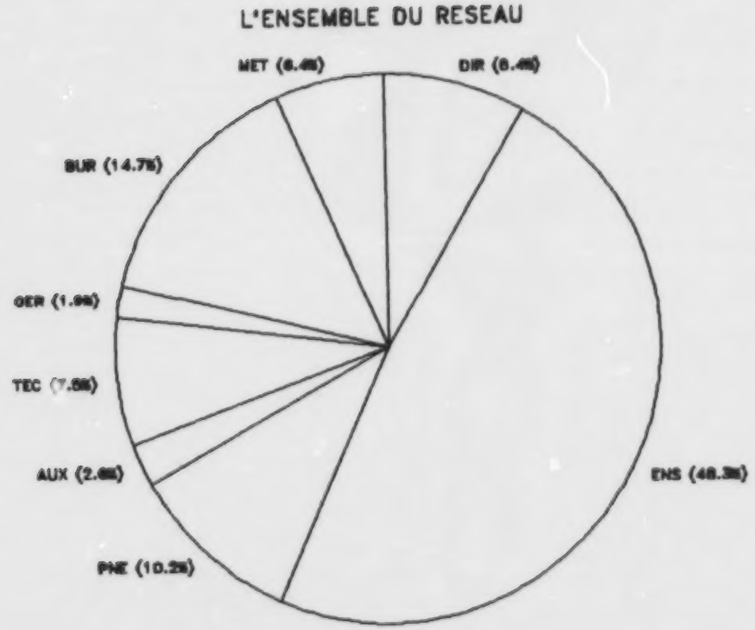
tableau 34

REPARTITION DES MASSES SALARIALES ENTRE LES DIVERSES CATEGORIES (y compris les chargés de cours)

	MASSES SALARIALES EN 1984-85									POURCENTAGE DE LA MASSE ATTRIBUE A CHAQUE CATEGORIE							
	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET	TOTAL	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET
Bishop's	513,817	80,200	4,232,822	57,447	359,978	592,187	774,038	1,242,895	7,853,384	6.5%	1.0%	53.9%	0.7%	4.6%	7.5%	9.9%	15.8%
Concordia	5,123,428	2,466,065	40,135,999	1,807,711	6,503,803	3,177,879	12,666,250	4,863,455	76,744,590	6.7%	3.2%	52.3%	2.4%	8.5%	4.1%	16.5%	6.3%
Laval	11,705,458	6,046,936	68,978,902	4,430,049	12,634,492	12,921,382	20,370,584	9,294,432	146,382,235	8.0%	4.1%	48.1%	3.0%	8.6%	8.8%	13.9%	6.3%
McGill	11,342,196		55,592,552	5,938,246	11,161,916	9,923,671	23,049,141	11,798,139	128,805,861	8.8%		43.2%	4.6%	8.7%	7.7%	17.9%	9.2%
Montréal	10,990,565	5,525,370	70,456,031	3,024,578	20,753,133	8,745,971	21,086,340	11,336,267	151,918,255	7.2%	3.6%	46.4%	2.0%	13.7%	5.8%	13.9%	7.5%
H.E.C.	1,571,869	427,295	8,132,809	371,227	1,194,529	1,019,571	2,429,324	779,712	15,926,336	9.9%	2.7%	51.1%	2.3%	7.5%	6.4%	15.3%	4.9%
Polytechnique	1,784,195	397,479	12,358,985	505,675	1,803,831	2,690,278	2,476,370	1,737,380	23,754,193	7.5%	1.7%	52.0%	2.1%	7.6%	11.3%	10.4%	7.3%
Sherbrooke	5,868,029	335,739	28,031,600	1,172,235	5,119,891	4,247,520	6,745,503	2,225,760	53,746,277	10.9%	0.6%	52.2%	2.2%	9.5%	7.9%	12.6%	4.1%
SOUS-TOTAL	48,899,557	15,279,084	287,919,700	17,307,168	59,531,573	43,318,459	89,597,550	43,278,040	605,131,131	8.1%	2.5%	47.6%	2.9%	9.8%	7.2%	14.8%	7.2%
UQAC	1,331,314		11,727,440	479,573	2,721,372	1,820,076	2,665,098	625,527	21,370,400	6.2%		54.9%	2.2%	12.7%	8.5%	12.5%	2.9%
UQAH	937,190		4,789,252	108,548	951,723	616,334	1,792,473	128,214	9,323,734	10.1%		51.4%	1.2%	10.2%	6.6%	19.2%	1.4%
UQAM	5,514,018		46,796,863	1,858,346	6,286,138	4,325,472	11,066,541	4,188,415	80,035,793	6.9%		58.5%	2.3%	7.9%	5.4%	13.8%	5.2%
UQAR	1,270,291		7,918,467	247,667	1,017,564	815,370	1,621,313	696,529	13,587,201	9.3%		58.3%	1.8%	7.5%	6.0%	11.9%	5.1%
UQAT	341,999		3,170,647	69,698	455,834	263,403	906,369	69,007	5,276,957	6.5%		60.1%	1.3%	8.6%	5.0%	17.2%	1.3%
UQTR	2,511,748		17,291,650	438,414	2,947,934	2,391,413	3,999,775	1,137,391	30,718,325	8.2%		56.3%	1.4%	9.6%	7.8%	13.0%	3.7%
ENAP	812,744		2,932,287	29,511	813,644	482,647	898,501	259,641	6,228,975	13.0%		47.1%	0.5%	13.1%	7.7%	14.4%	4.2%
ETS	489,968		2,120,486	55,156	424,329	638,056	654,242	184,407	4,566,644	10.7%		46.4%	1.2%	9.3%	14.0%	14.3%	4.0%
IAF	1,841,769	317,652	1,657,738	41,256	1,055,402	3,890,638	1,530,630	1,396,899	11,731,984	15.7%	2.7%	14.1%	0.4%	9.0%	33.2%	13.0%	11.9%
INRS	1,136,915		4,277,440		1,212,486	901,699	956,743	95,765	8,581,048	13.2%		49.8%		14.1%	10.5%	11.1%	1.1%
TELUQ	929,861		957,449	82,420	3,191,610	903,002	1,895,752		7,960,104	11.7%		12.0%	1.0%	40.1%	11.3%	23.8%	
U.Q.-S.Soc	2,250,293				2,006,766	459,352	1,324,476	113,639	6,154,526	36.6%				32.6%	7.5%	21.5%	1.8%
U.Q.:total	19,368,110	317,652	103,639,719	3,410,589	23,084,802	17,507,462	29,311,923	8,895,434	205,535,691	9.4%	0.2%	50.4%	1.7%	11.2%	8.5%	14.3%	4.3%
Totaux	68,267,667	15,596,736	391,559,419	20,717,757	82,616,375	60,825,921	118,909,473	52,173,474	810,666,822	8.4%	1.9%	48.3%	2.6%	10.2%	7.5%	14.7%	6.4%

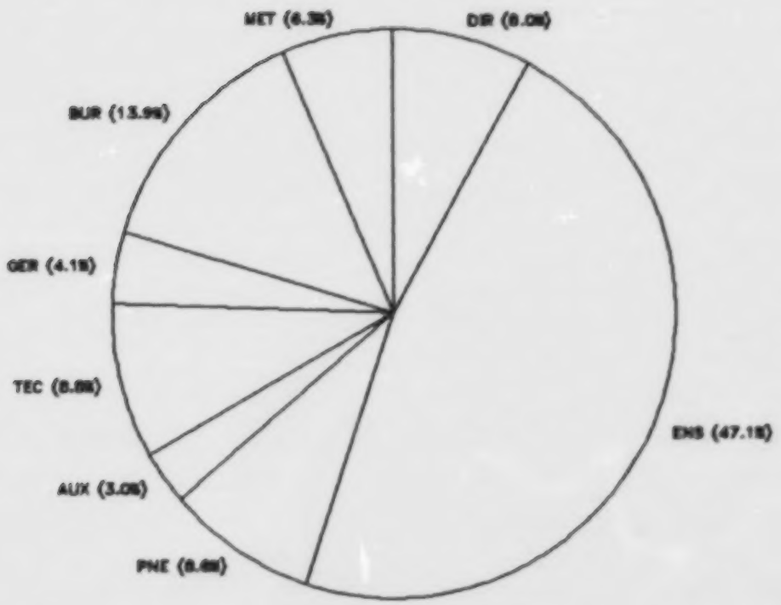
REPARTITION DES MASSES SALARIALES EN 1984-85





REPARTITION DES MASSES SALARIALES EN 1984-85

UNIVERSITE LAVAL



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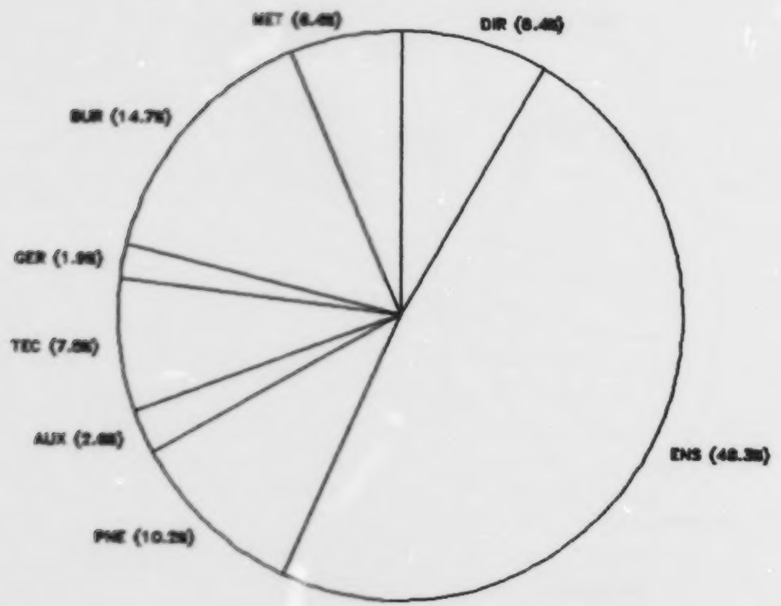
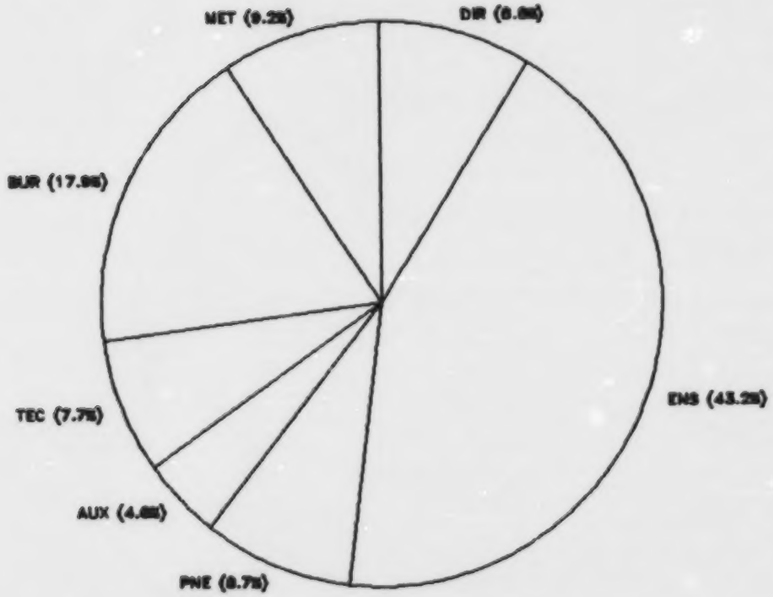


REPARTITION DES MASSES SALARIALES EN 1984-85

UNIVERSITE McGILL



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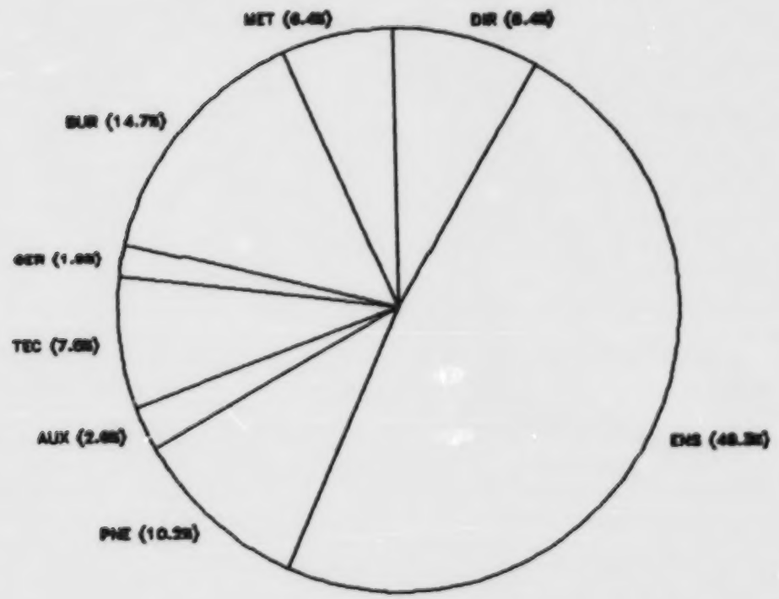
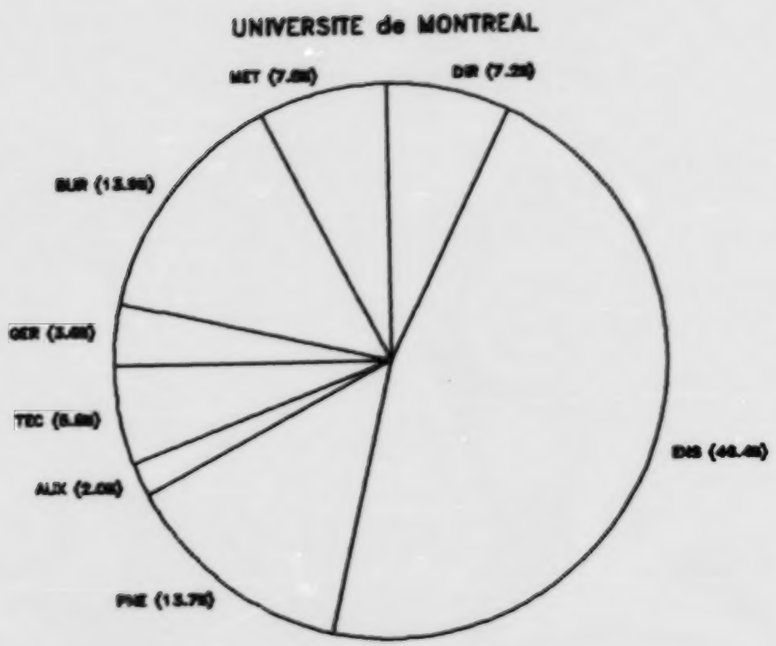
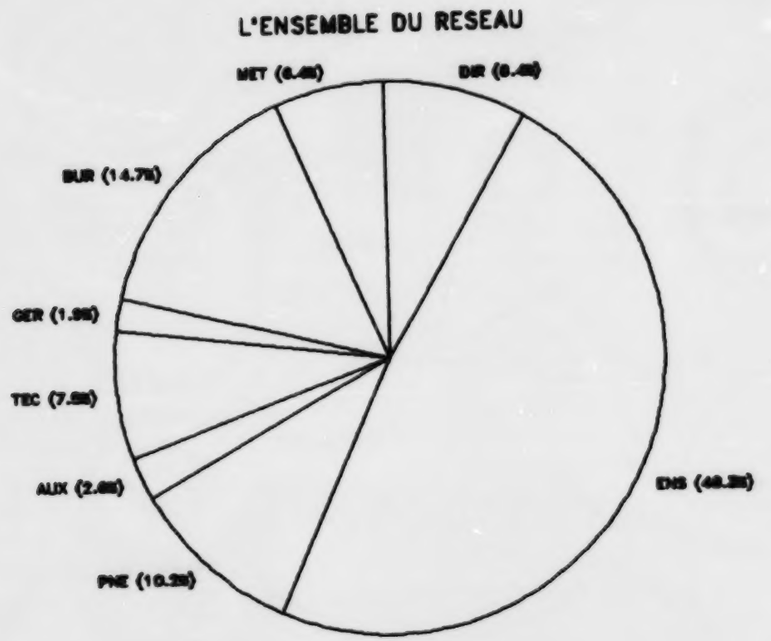


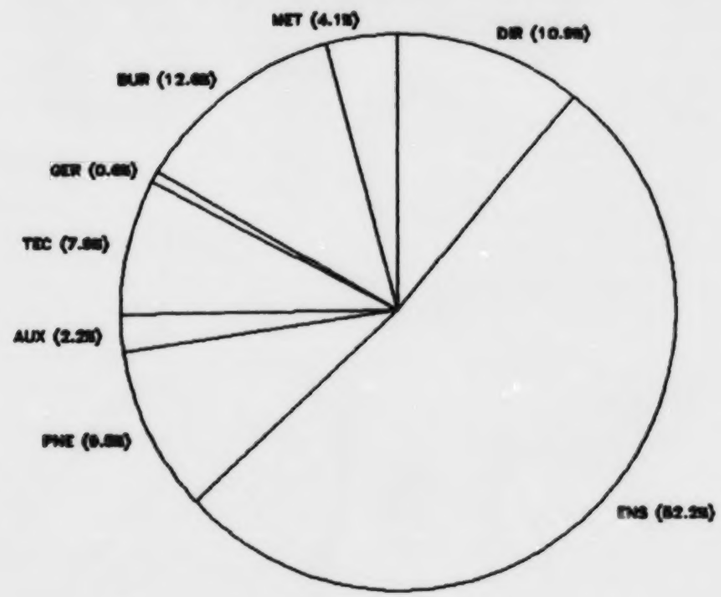
REPARTITION DES MASSES SALARIALES EN 1984-85





REPARTITION DES MASSES SALARIALES EN 1984-85

UNIVERSITE de SHERBROOKE



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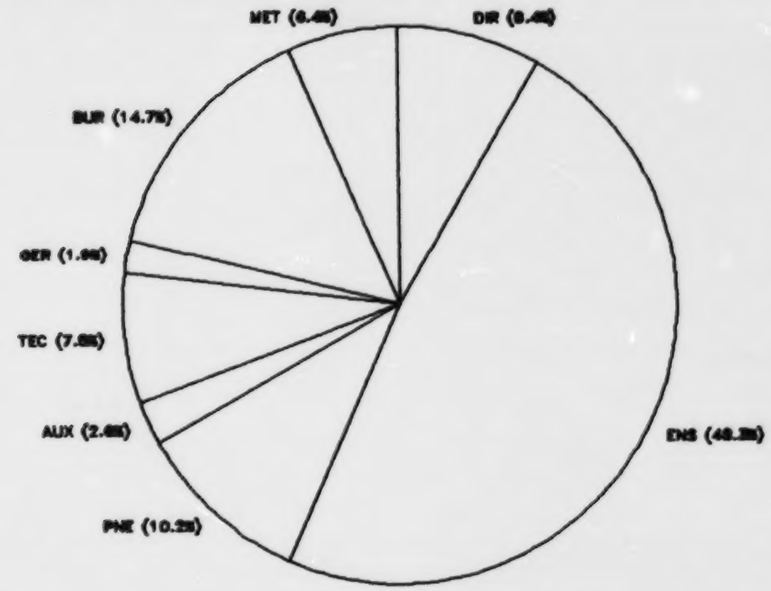
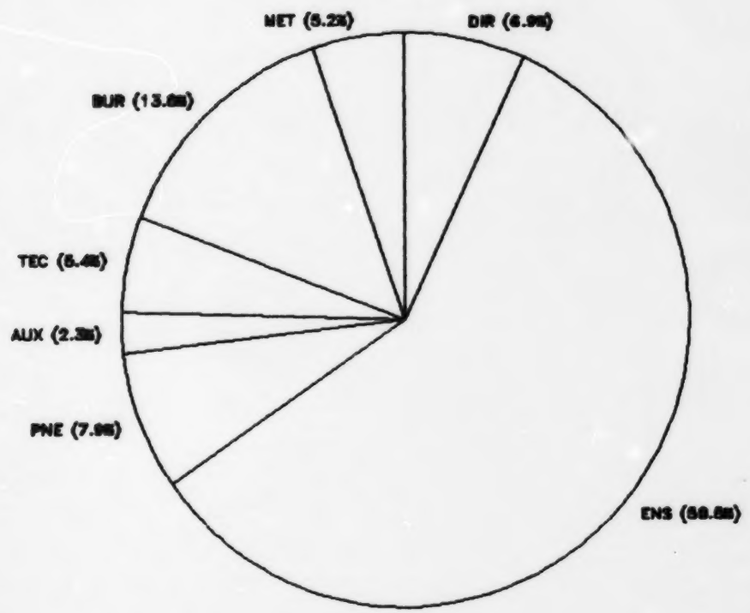


REPARTITION DES MASSES SALARIALES EN 1984-85

U.Q.a MONTREAL



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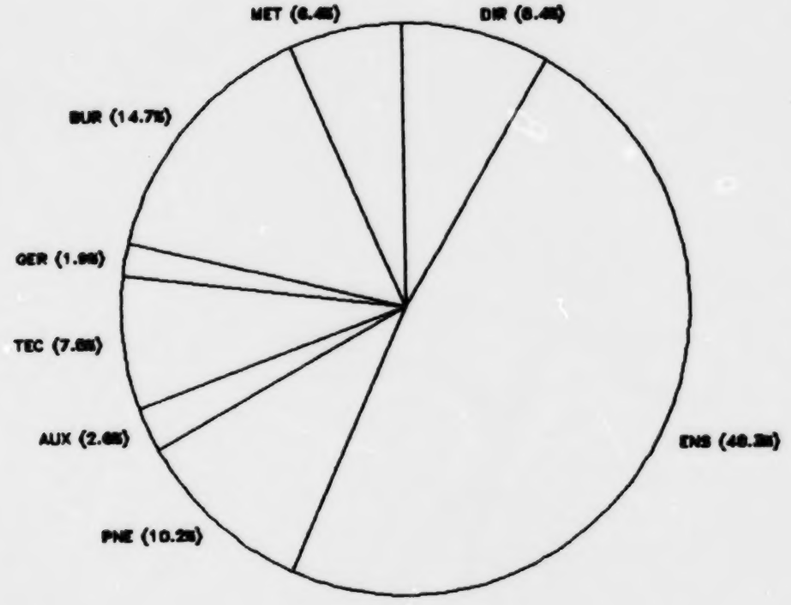

Section II: Répartition des masses salariales et des ETC entre les diverses catégories de personnel, exprimés en valeur absolue et en pourcentage du total

2- Répartition du nombre d'équivalences temps complet (ETC)

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tableau 35

LE NOMBRE D'EQUIVALENCES TEMPS COMPLET (ETC) RECENSEES, sans les chargés de cours

	NOMBRE D'EQUIVALENCES TEMPS COMPLET en 1980-81									FRACTION DU TOTAL REPRESENTEE PAR CHAQUE CATEGORIE							
	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET	TOTAL	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET
Bishop's	12.50		73.00	1.50	9.00	28.50	52.33	64.00	240.83	5.2%		30.3%	0.6%	3.7%	11.8%	21.7%	26.6%
Concordia	145.20		670.30	87.50	184.40	159.60	689.10	202.10	2,138.20	6.8%		31.3%	4.1%	8.6%	7.5%	32.2%	9.5%
Laval	178.90		1,296.08	214.30	470.70	524.60	1,151.50	514.20	4,350.28	4.1%		29.8%	4.9%	10.8%	12.1%	26.5%	11.8%
McGill	205.00		1,216.79	434.30	292.60	438.90	1,173.70	582.60	4,343.89	4.7%		28.0%	10.0%	6.7%	10.1%	27.0%	13.4%
Montréal	204.30		1,260.97	140.03	751.30	389.09	1,240.12	620.60	4,606.41	4.4%		27.4%	3.0%	16.3%	8.4%	26.9%	13.5%
H.E.C.	27.04		133.36	48.20	41.28	40.52	145.60	32.70	468.70	5.8%		28.5%	10.3%	8.8%	8.6%	31.1%	7.0%
Polytechnique	30.00		191.89	14.70	37.95	133.27	114.50	77.50	599.81	5.0%		32.0%	2.5%	6.3%	22.2%	19.1%	12.9%
Sherbrooke	137.40		502.50	51.50	123.00	188.25	388.46	110.74	1,501.85	9.1%		33.5%	3.4%	8.2%	12.5%	25.9%	7.4%
SOUS-TOTAL	940.34		5,344.89	992.03	1,910.23	1,902.73	4,955.31	2,204.44	18,249.97	5.2%		29.3%	5.4%	10.5%	10.4%	27.2%	12.1%
UQAC	20.38		182.00	12.50	62.60	58.30	146.40	13.00	495.18	4.1%		36.8%	2.5%	12.6%	11.8%	29.6%	2.6%
UQAH	19.20		75.24	3.90	26.66	19.80	68.00	7.00	219.80	8.7%		34.2%	1.8%	12.1%	9.0%	30.9%	3.2%
UQAM	95.00		679.51	68.83	147.92	134.60	431.91	177.15	1,734.92	5.5%		39.2%	4.0%	8.5%	7.8%	24.9%	10.2%
UQAR	29.00		141.00	6.00	23.50	33.54	83.50	22.97	339.51	8.5%		41.5%	1.8%	6.9%	9.9%	24.6%	6.8%
UQAT	4.16		43.56	1.04	15.23	9.91	39.29	3.00	116.19	3.6%		37.5%	0.9%	13.1%	8.5%	33.8%	2.6%
UQTR	49.25		285.00	41.50	90.83	105.50	213.25	15.25	800.58	6.2%		35.6%	5.2%	11.3%	13.2%	26.6%	1.9%
ENAP	13.14		56.21		7.15	16.83	42.61	7.00	142.94	9.2%		39.3%		5.0%	11.8%	29.8%	4.9%
ETS	11.00		22.70	0.74	7.00	15.50	30.40	4.13	91.47	12.0%		24.8%	0.8%	7.7%	16.9%	33.2%	4.5%
IAF	39.00		24.00		24.00	153.69	62.55	59.53	362.77	10.8%		6.6%		6.6%	42.4%	17.2%	16.4%
INRS	17.03		99.73		46.56	46.35	58.01	4.00	271.68	6.3%		36.7%		17.1%	17.1%	21.4%	1.5%
TELUQ	17.00		16.10		92.43	22.40	79.70		227.63	7.5%		7.1%		40.6%	9.8%	35.0%	
U.Q.-S.Soc	34.00				55.70	32.40	66.20	5.50	193.80	17.5%				28.7%	16.7%	34.2%	2.8%
U.Q.:total	348.16		1,625.05	134.51	599.58	648.82	1,321.82	318.53	4,996.47	7.0%		32.5%	2.7%	12.0%	13.0%	26.5%	6.4%
Totaux	1,288.50		6,969.94	1,126.54	2,509.81	2,551.55	6,277.13	2,522.97	23,246.44	5.5%		30.0%	4.8%	10.8%	11.0%	27.0%	10.9%

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tableau 36

LE NOMBRE D'EQUIVALENCES TEMPS COMPLET (ETC) RECENSEES, sans les chargés de cours

	NOMBRE D'EQUIVALENCES TEMPS COMPLET en 1981-82									FRACTION DU TOTAL REPRESENTEE PAR CHAQUE CATEGORIE							
	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET	TOTAL	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET
Bishop's	12.10		77.00	2.10	11.50	27.50	48.00	67.00	245.20	4.9%		31.4%	0.9%	4.7%	11.2%	19.6%	27.3%
Concordia	57.10	89.50	691.06	82.30	200.84	143.49	671.05	206.70	2,142.04	2.7%	4.2%	32.3%	3.8%	9.4%	6.7%	31.3%	9.6%
Laval	180.48		1,353.08	234.84	490.84	506.30	1,073.92	470.99	4,310.45	4.2%		31.4%	5.4%	11.4%	11.7%	24.9%	10.9%
McGill	179.70		1,187.22	377.53	275.41	435.36	1,087.21	559.63	4,102.06	4.4%		28.9%	9.2%	6.7%	10.6%	26.5%	13.6%
Montréal	194.65		1,233.26	111.32	717.40	349.87	1,151.78	603.99	4,362.27	4.5%		28.3%	2.6%	16.4%	8.0%	26.4%	13.8%
H.E.C.	22.59		144.92	17.34	36.57	47.50	130.94	30.82	430.68	5.2%		33.6%	4.0%	8.5%	11.0%	30.4%	7.2%
Polytechnique	30.50		186.81	9.50	44.70	131.70	104.47	74.00	581.68	5.2%		32.1%	1.6%	7.7%	22.6%	18.0%	12.7%
Sherbrooke	99.88	10.00	495.58	44.20	133.20	177.03	375.44	108.12	1,443.45	6.9%	0.7%	34.3%	3.1%	9.2%	12.3%	26.0%	7.5%
SOUS-TOTAL	777.00	99.5	5,368.93	879.13	1,910.46	1,818.75	4,642.81	2,121.25	17,617.83	4.4%	0.6%	30.5%	5.0%	10.8%	10.3%	26.4%	12.0%
UQAC	20.00		184.00	16.12	63.92	57.57	142.95	19.50	504.06	4.0%		36.5%	3.2%	12.7%	11.4%	28.4%	3.9%
UQAH	18.80		70.26	2.40	22.60	20.20	72.70	7.00	213.96	8.8%		32.8%	1.1%	10.6%	9.4%	34.0%	3.3%
UQAM	94.82		726.90	79.38	152.23	129.75	493.55	191.21	1,867.84	5.1%		38.9%	4.2%	8.2%	6.9%	26.4%	10.2%
UQAR	27.20		129.59	9.42	22.90	31.95	77.26	25.14	323.46	8.4%		40.1%	2.9%	7.1%	9.9%	23.9%	7.8%
UQAT	4.38		45.51	3.75	9.78	9.00	35.69	3.00	111.11	3.9%		41.0%	3.4%	8.8%	8.1%	32.1%	2.7%
UQTR	47.05		301.48	30.34	78.86	106.46	190.63	15.04	769.86	6.1%		39.2%	3.9%	10.2%	13.8%	24.8%	2.0%
ENAP	8.85		54.35	4.10	7.92	17.62	36.71	9.13	138.68	6.4%		39.2%	3.0%	5.7%	12.7%	26.5%	6.6%
ETS	9.60		28.75	1.08	6.00	17.10	28.40	4.70	95.63	10.0%		30.1%	1.1%	6.3%	17.9%	29.7%	4.9%
IAF	39.40		25.85		24.30	152.49	62.95	59.60	364.59	10.8%		7.1%		6.7%	41.8%	17.3%	16.3%
INRS	16.98		91.68		36.57	34.13	52.30	4.00	235.66	7.2%		38.9%		15.5%	14.5%	22.2%	1.7%
TELUQ	17.82		19.60		96.48	20.58	82.72		237.20	7.5%		8.3%		40.7%	8.7%	34.9%	
U.Q.-S.Soc	31.50				55.80	19.30	66.80	5.00	178.40	17.7%				31.3%	10.8%	37.4%	2.8%
U.Q.:total	336.40		1,677.97	146.59	577.36	616.15	1,342.66	343.32	5,040.45	6.7%		33.3%	2.9%	11.5%	12.2%	26.6%	6.8%
Totaux	1,113.40	99.50	7,046.90	1,025.72	2,487.82	2,434.90	5,985.47	2,464.57	22,658.28	4.9%	0.4%	31.1%	4.5%	11.0%	10.7%	26.4%	10.9%

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tableau 37

LE NOMBRE D'EQUIVALENCES TEMPS COMPLET (ETC) RECENSEES, sans les chargés de cours

	NOMBRE D'EQUIVALENCES TEMPS COMPLET EN 1982-83									FRACTION DU TOTAL REPRESENTEE PAR CHAQUE CATEGORIE							
	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET	TOTAL	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET
Bishop's	13.00	3.00	71.00	1.25	10.83	26.00	44.50	62.50	232.08	5.6%	1.3%	30.6%	0.5%	4.7%	11.2%	19.2%	26.9%
Concordia	59.10	88.70	696.30	78.20	202.20	145.80	653.40	198.00	2,121.70	2.8%	4.2%	32.8%	3.7%	9.5%	6.9%	30.8%	9.3%
Laval	174.94		1,328.61	187.61	485.17	501.35	1,001.53	440.81	4,120.02	4.2%		32.2%	4.6%	11.8%	12.2%	24.3%	10.7%
McGill	179.87		1,158.38	377.49	271.50	398.81	1,084.41	481.06	3,951.52	4.6%		29.3%	9.6%	6.9%	10.1%	27.4%	12.2%
Montréal	201.64	168.49	1,263.38	109.25	556.32	343.12	1,050.98	540.31	4,233.49	4.8%	4.0%	29.8%	2.6%	13.1%	8.1%	24.8%	12.8%
H.E.C.	21.14		135.57	17.57	31.73	47.19	116.78	31.17	401.15	5.3%		33.8%	4.4%	7.9%	11.8%	29.1%	7.8%
Polytechnique	28.00	11.50	167.05	10.75	37.85	117.25	96.11	65.40	533.91	5.2%	2.2%	31.3%	2.0%	7.1%	22.0%	18.0%	12.2%
Sherbrooke	108.59	10.00	487.41	47.23	123.34	174.50	358.81	97.43	1,407.31	7.7%	0.7%	34.6%	3.4%	8.8%	12.4%	25.5%	6.9%
SOUS-TOTAL	786.28	281.69	5,307.70	829.35	1,718.94	1,754.02	4,406.52	1,916.68	17,001.18	4.6%	1.7%	31.2%	4.9%	10.1%	10.3%	25.9%	11.3%
UQAC	17.62		180.22	20.00	66.01	55.47	145.00	20.21	504.53	3.5%		35.7%	4.0%	13.1%	11.0%	28.7%	4.0%
UQAH	18.80		78.39	3.20	20.90	20.30	80.14	5.00	226.73	8.3%		34.6%	1.4%	9.2%	9.0%	35.3%	2.2%
UQAM	98.13		750.29	89.45	162.67	143.29	488.97	171.41	1,904.21	5.2%		39.4%	4.7%	8.5%	7.5%	25.7%	9.0%
UQAR	27.50		147.81	9.85	28.62	32.21	78.27	30.49	354.75	7.8%		41.7%	2.8%	8.1%	9.1%	22.1%	8.6%
UQAT	4.33		49.42	7.79	13.45	9.81	40.13	3.18	128.11	3.4%		38.6%	6.1%	10.5%	7.7%	31.3%	2.5%
UQTR	44.73		295.69	41.31	79.68	83.94	209.37	42.62	797.34	5.6%		37.1%	5.2%	10.0%	10.5%	26.3%	5.3%
ENAP	9.49		56.17	0.42	6.69	17.07	35.05	9.66	134.55	7.1%		41.7%	0.3%	5.0%	12.7%	26.0%	7.2%
ETS	8.50		26.04	2.85	6.80	17.70	29.20	5.30	96.39	8.8%		27.0%	3.0%	7.1%	18.4%	30.3%	5.5%
IAF	33.52	8.13	22.19	19.45	20.82	141.24	65.17	61.15	371.67	9.0%	2.2%	6.0%	5.2%	5.6%	38.0%	17.5%	16.5%
INRS	16.25		90.28		37.64	31.97	43.05	3.68	222.87	7.3%		40.5%		16.9%	14.3%	19.3%	1.7%
TELUQ	18.00		32.69	4.77	84.53	28.00	97.15		265.14	6.8%		12.3%	1.8%	31.9%	10.6%	36.6%	
U.Q.-S.Soc	31.75				58.45	18.30	63.30	4.80	176.60	18.0%				33.1%	10.4%	35.8%	2.7%
U.Q.:total	328.62	8.13	1,729.19	199.09	586.26	599.30	1,374.80	357.50	5,182.89	6.3%	0.2%	33.4%	3.8%	11.3%	11.6%	26.5%	6.9%
Totaux	1,114.90	289.82	7,036.89	1,028.44	2,305.20	2,353.32	5,781.32	2,274.18	22,184.07	5.0%	1.3%	31.7%	4.6%	10.4%	10.6%	26.1%	10.3%

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tableau 38

LE NOMBRE D'EQUIVALENCES TEMPS COMPLET (ETC) RECENSEES, sans les chargés de cours

	NOMBRE D'EQUIVALENCES TEMPS COMPLET EN 1983-84									FRACTION DU TOTAL REPRESENTEE PAR CHAQUE CATEGORIE							
	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET	TOTAL	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET
Bishop's	12.00	3.00	73.50	2.89	10.50	25.50	44.25	60.50	232.14	5.2%	1.3%	31.7%	1.2%	4.5%	11.0%	19.1%	26.1%
Concordia	34.00	70.00	702.60	95.10	205.40	147.70	664.50	194.70	2,114.00	1.6%	3.3%	33.2%	4.5%	9.7%	7.0%	31.4%	9.2%
Laval	171.02		1,288.91	181.59	476.11	480.96	994.68	401.28	3,994.55	4.3%		32.3%	4.5%	11.9%	12.0%	24.9%	10.0%
McGill	183.96		1,117.70	381.64	284.86	396.21	1,073.28	527.50	3,965.15	4.6%		28.2%	9.6%	7.2%	10.0%	27.1%	13.3%
Montréal	188.16	171.73	1,264.29	118.76	548.89	356.12	1,041.94	515.84	4,205.73	4.5%	4.1%	30.1%	2.8%	13.1%	8.5%	24.8%	12.3%
H.E.C.	26.02	14.00	146.99	15.86	33.05	41.67	121.79	32.71	432.09	6.0%	3.2%	34.0%	3.7%	7.6%	9.6%	28.2%	7.6%
Polytechnique	28.50	13.05	179.55	19.95	49.35	97.55	118.05	75.20	581.20	4.9%	2.2%	30.9%	3.4%	8.5%	16.8%	20.3%	12.9%
Sherbrooke	105.54	10.00	464.36	46.39	124.97	172.98	352.78	96.92	1,373.94	7.7%	0.7%	33.8%	3.4%	9.1%	12.6%	25.7%	7.1%
SOUS-TOTAL	749.20	281.78	5,237.90	862.18	1,733.13	1,718.69	4,411.27	1,904.65	16,898.80	4.4%	1.7%	31.0%	5.1%	10.3%	10.2%	26.1%	11.3%
UQAC	20.22		182.08	20.00	75.51	57.56	151.09	26.55	533.01	3.8%		34.2%	3.8%	14.2%	10.8%	28.3%	5.0%
UQAH	17.87		82.35	6.14	23.27	27.60	83.78	5.00	246.01	7.3%		33.5%	2.5%	9.5%	11.2%	34.1%	2.0%
UQAM	101.01		772.33	103.74	175.19	157.03	534.52	172.80	2,016.62	5.0%		38.3%	5.1%	8.7%	7.8%	26.5%	8.6%
UQAR	27.71		151.91	9.45	31.53	33.53	83.09	33.19	370.41	7.5%		41.0%	2.6%	8.5%	9.1%	22.4%	9.0%
UQAT	7.00		58.16	4.70	13.50	11.50	45.70	3.00	143.56	4.9%		40.5%	3.3%	9.4%	8.0%	31.8%	2.1%
UQTR	44.55		301.75	54.20	83.15	87.45	202.80	48.33	822.23	5.4%		36.7%	6.6%	10.1%	10.6%	24.7%	5.9%
ENAP	13.55		68.28		6.03	17.97	36.84	9.42	152.09	8.9%		44.9%		4.0%	11.8%	24.2%	6.2%
ETS	8.33		38.60	2.80	9.70	20.65	32.05	7.90	120.03	6.9%		32.2%	2.3%	8.1%	17.2%	26.7%	6.6%
IAF	35.35	7.81	26.94	4.84	29.67	168.80	71.55	62.86	407.82	8.7%	1.9%	6.6%	1.2%	7.3%	41.4%	17.5%	15.4%
INRS	18.69		103.28		34.93	37.57	51.31	4.34	250.12	7.5%		41.3%		14.0%	15.0%	20.5%	1.7%
TELUQ	18.00		26.36	2.77	85.98	34.10	96.84		264.05	6.8%		10.0%	1.0%	32.6%	12.9%	36.7%	
U.Q.-S.Soc	31.50				57.20	17.46	61.42	4.70	172.28	18.3%				33.2%	10.1%	35.7%	2.7%
U.Q.:total	343.78	7.81	1,812.04	208.64	625.66	671.22	1,450.99	378.09	5,498.23	6.3%	0.1%	33.0%	3.8%	11.4%	12.2%	26.4%	6.9%
Totaux	1,092.98	289.59	7,049.94	1,070.82	2,358.79	2,389.91	5,862.26	2,282.74	22,397.03	4.9%	1.3%	31.5%	4.8%	10.5%	10.7%	26.2%	10.2%

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tableau 39

LE NOMBRE D'EQUIVALENCES TEMPS COMPLET (ETC) RECENSEES, sans les chargés de cours

	NOMBRE D'EQUIVALENCES TEMPS COMPLET EN 1984-85									FRACTION DU TOTAL REPRESENTEE PAR CHAQUE CATEGORIE							
	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET	TOTAL	DIR	GER	ENS	AUX	PNE	TEC	BUR	MET
Bishop's	12.00	3.00	79.50	2.00	10.50	30.00	46.00	71.00	254.00	4.7%	1.2%	31.3%	0.8%	4.1%	11.8%	18.1%	28.0%
Concordia	85.00	69.50	704.50	102.10	208.00	145.70	662.00	202.80	2,179.60	3.9%	3.2%	32.3%	4.7%	9.5%	6.7%	30.4%	9.3%
Laval	206.21	150.01	1,288.75	196.53	315.01	455.69	1,040.03	416.79	4,069.02	5.1%	3.7%	31.7%	4.8%	7.7%	11.2%	25.6%	10.2%
McGill	187.71		1,093.98	408.35	293.67	399.94	1,072.61	529.74	3,986.00	4.7%		27.4%	10.2%	7.4%	10.0%	26.9%	13.3%
Montréal	182.78	169.98	1,262.68	129.35	525.22	354.11	1,054.85	506.84	4,185.81	4.4%	4.1%	30.2%	3.1%	12.5%	8.5%	25.2%	12.1%
H.E.C.	26.27	12.71	158.98	21.42	32.99	44.48	139.60	33.88	470.33	5.6%	2.7%	33.8%	4.6%	7.0%	9.5%	29.7%	7.2%
Polytechnique	28.50	14.35	199.15	21.10	54.00	99.25	128.69	71.15	616.19	4.6%	2.3%	32.3%	3.4%	8.8%	16.1%	20.9%	11.5%
Sherbrooke	111.52	10.00	470.74	57.54	128.82	166.65	357.88	110.29	1,413.44	7.9%	0.7%	33.3%	4.1%	9.1%	11.8%	25.3%	7.8%
SOUS-TOTAL	839.99	429.55	5,258.28	938.39	1,568.21	1,695.82	4,501.66	1,942.49	17,174.39	4.9%	2.5%	30.6%	5.5%	9.1%	9.9%	26.2%	11.3%
UQAC	24.50		191.82	31.84	84.10	71.51	150.59	26.15	580.51	4.2%		33.0%	5.5%	14.5%	12.3%	25.9%	4.5%
UQAH	18.93		84.55	4.97	28.59	27.80	92.81	5.60	263.25	7.2%		32.1%	1.9%	10.9%	10.6%	35.3%	2.1%
UQAM	105.36		793.50	109.00	188.07	178.56	574.42	176.08	2,124.99	5.0%		37.3%	5.1%	8.9%	8.4%	27.0%	8.3%
UQAR	25.92		144.02	13.40	32.71	33.09	81.39	31.46	361.99	7.2%		39.8%	3.7%	9.0%	9.1%	22.5%	8.7%
UQAT	7.00		61.74	4.15	15.60	10.66	47.30	3.00	149.45	4.7%		41.3%	2.8%	10.4%	7.1%	31.6%	2.0%
UQTR	48.91		298.65	35.53	83.32	93.16	210.97	57.57	828.11	5.9%		36.1%	4.3%	10.1%	11.2%	25.5%	7.0%
ENAP	13.80		56.44	0.81	23.76	18.80	43.66	10.31	167.58	8.2%		33.7%		14.2%	11.2%	26.1%	6.2%
ETS	8.58		36.67	3.03	10.87	24.90	32.57	8.31	124.93	6.9%		29.4%	2.4%	8.7%	19.9%	26.1%	6.7%
IAF	33.19	9.45	31.59	1.61	31.24	176.16	77.48	57.21	417.93	7.9%	2.3%	7.6%	0.4%	7.5%	42.2%	18.5%	13.7%
INRS	20.89		104.87		29.57	29.62	47.59	4.48	237.02	8.8%		44.2%		12.5%	12.5%	20.1%	1.9%
TELUQ	18.38		26.73	5.64	109.04	36.08	98.73		294.60	6.2%		9.1%	1.9%	37.0%	12.2%	33.5%	
U.Q.-S.Soc	35.38				57.57	20.50	69.11	5.05	187.61	18.9%				30.7%	10.9%	36.8%	2.7%
U.Q.:total	360.84	9.45	1,830.58	209.98	694.44	720.84	1,526.62	385.22	5,737.97	6.3%	0.2%	31.9%	3.7%	12.1%	12.6%	26.6%	6.7%
Totaux	1,200.83	439.00	7,088.86	1,148.37	2,262.65	2,416.66	6,028.28	2,327.71	22,912.36	5.2%	1.9%	30.9%	5.0%	9.9%	10.5%	26.3%	10.2%

Section III: Données de base fournies par la section 8 des formulaires financiers,
soit le nombre d'ETC et les masses salariales, auxquels nous avons ajouté
les moyennes salariales, par catégorie de personnel

Données de base pour l'année 1980-81

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Année 1980-81

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE TOUTES LES CATEGORIES,sauf les chargés de cours

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	212.00	5,220,000	24,623	28.83	398,000	13,805	240.83	5,618,000	23,328
Concordia	1,880.60	49,328,000	26,230	257.60	4,362,000	16,933	2138.20	53,690,000	25,110
Laval	3,898.50	109,344,338	28,048	451.78	9,633,418	21,323	4350.28	118,977,756	27,349
McGill	3,616.70	94,338,000	26,084	727.19	10,213,000	14,044	4343.89	104,551,000	24,069
Montréal	4,344.53	115,785,597	26,651	261.88	5,137,104	19,616	4606.41	120,922,701	26,251
H.E.C.	389.89	9,432,955	24,194	78.81	1,145,911	14,540	468.70	10,578,866	22,571
Polytech.	574.45	16,801,619	29,248	25.36	427,843	16,871	599.81	17,229,462	28,725
Sherbrooke	1,396.10	40,308,667	28,872	105.75	2,128,097	20,124	1501.85	42,436,764	28,256
SOUS-TOTAL	16,312.77	440,559,176	27,007	1937.2	33,445,373	17,265	18249.97	474,004,549	25,973
UQAC	455.78	12,097,300	26,542	39.40	613,200	15,690	495.18	12,715,500	25,679
UQAH	201.00	5,134,489	25,545	18.80	312,892	16,643	219.80	5,447,381	24,783
UQAM	1,583.35	42,354,515	26,750	151.57	2,628,735	17,343	1734.92	44,983,250	25,928
UQAR	316.54	8,319,713	26,283	22.97	330,961	14,408	339.51	8,650,674	25,480
UQAT	94.56	2,272,541	24,033	21.63	475,667	21,991	116.19	2,748,208	23,653
UQTR	700.50	19,947,363	28,476	100.08	1,602,072	16,008	800.58	21,549,435	26,917
ENAP	139.88	4,123,599	29,480	3.06	40,881	13,360	142.94	4,164,480	29,134
ETS	90.40	2,507,090	27,733	1.07	23,309	21,784	91.47	2,530,399	27,664
IAF	350.38	7,785,650	22,221	12.39	220,911	17,830	362.77	8,006,561	22,071
INRS	271.68	7,592,893	27,948				271.68	7,592,893	27,948
TELUQ	142.00	3,266,826	23,006	85.63	2,266,650	26,470	227.63	5,533,476	24,309
U.Q.-S.Soc	180.60	4,793,317	26,541	13.20	237,167	17,967	193.80	5,030,484	25,957
U.Q.:total	4,526.67	120,195,296	26,553	469.30	8,757,445	18,641	4996.47	128,952,741	25,809
Totaux	20,839.44	560,754,472	26,908	2407.00	42,202,818	17,533	23246.44	602,957,290	25,938

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE DIRECTION

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	12.50	441,000	35,280				12.50	441,000	35,280
Concordia	145.20	6,102,000	42,025				145.20	6,102,000	42,025
Laval	178.90	8,813,568	49,265				178.90	8,813,568	49,265
McGill	203.80	9,882,000	48,489	1.20	21,000	17,500	205.00	9,903,000	48,307
Montréal	204.30	10,512,857	51,458				204.30	10,512,857	51,458
H.E.C.	27.04	1,180,885	43,672				27.04	1,180,885	43,672
Polytech.	30.00	1,559,726	51,991				30.00	1,559,726	51,991
Sherbrooke	136.90	6,273,883	45,828	0.50	23,950	47,900	137.40	6,297,833	45,836
SOUS-TOTAL	938.64	44,765,919	47,692	1.70	44,950	26,441	940.34	44,810,869	47,654
UQAC	20.38	894,500	43,891				20.38	894,500	43,891
UQAH	19.20	711,627	37,064				19.20	711,627	37,064
UQAM	95.00	3,894,115	40,991				95.00	3,894,115	40,991
UQAR	29.00	1,154,879	39,823				29.00	1,154,879	39,823
UQAT	4.16	153,639	36,932				4.16	153,639	36,932
UQTR	49.25	2,100,168	42,643				49.25	2,100,168	42,643
ENAP	13.14	585,043	44,524				13.14	585,043	44,524
ETS	11.00	508,690	46,245				11.00	508,690	46,245
IAF	39.00	1,452,546	37,245				39.00	1,452,546	37,245
INRS	17.03	757,012	44,452				17.03	757,012	44,452
TELUQ	17.00	710,050	41,768				17.00	710,050	41,768
U.Q.-S.Soc	34.00	1,655,453	48,690				34.00	1,655,453	48,690
U.Q.:total	348.16	14,577,722	41,871				348.16	14,577,722	41,871
Totaux	1,286.80	59,343,641	46,117	1.70	44,950	26,441	1,288.50	59,388,591	46,091

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES ENSEIGNANTS REGULIERS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	73.00	2,859,000	39,164				73.00	2,859,000	39,164
Concordia	648.90	23,768,000	36,628	21.40	437,000	20,421	670.30	24,205,000	36,111
Laval	1,250.00	50,203,992	40,163	46.08	1,827,026	39,649	1,296.08	52,031,018	40,145
McGill	1,194.50	42,576,000	35,643	22.29	511,000	22,925	1,216.79	43,087,000	35,410
Montréal	1,260.97	50,580,698	40,113				1,260.97	50,580,698	40,113
H.E.C.	131.06	4,398,276	33,559	2.30	57,886	25,168	133.36	4,456,162	33,415
Polytech.	185.25	8,301,054	44,810	6.64	161,233	24,282	191.89	8,462,287	44,100
Sherbrooke	494.00	19,114,100	38,693	8.50	268,741	31,617	502.50	19,382,841	38,573
SOUS-TOTAL	5,237.68	201,801,120	38,529	107.21	3,262,886	30,435	5,344.89	205,064,006	38,366
UQAC	182.00	6,397,900	35,153				182.00	6,397,900	35,153
UQAH	74.74	2,443,455	32,693	0.50	12,849	25,698	75.24	2,456,304	32,646
UQAM	670.50	22,758,683	33,943	9.01	305,994	33,962	679.51	23,064,677	33,943
UQAR	141.00	4,447,722	31,544				141.00	4,447,722	31,544
UQAT	41.64	1,207,727	29,004	1.92	71,846	37,420	43.56	1,279,573	29,375
UQTR	285.00	10,855,936	38,091				285.00	10,855,936	38,091
ENAP	54.75	2,191,328	40,024	1.46	24,872	17,036	56.21	2,216,200	39,427
ETS	22.70	921,918	40,613				22.70	921,918	40,613
IAF	24.00	926,406	38,600				24.00	926,406	38,600
INRS	99.73	3,383,279	33,924				99.73	3,383,279	33,924
TELUQ	4.70	158,096	33,637	11.40	381,515	33,466	16.10	539,611	33,516
U.Q.-S.Soc									
U.Q.:total	1,600.76	55,692,450	34,791	24.29	797,076	32,815	1,625.05	56,489,526	34,762
Totaux	6,838.44	257,493,570	37,654	131.50	4,059,962	30,874	6,969.94	261,553,532	37,526

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES ENSEIGNANTS CHARGES DE COURS et LES MASSES SALARIALES TOTALES POUR L'ENSEIGNEMENT

	ENS.REG. A TEMPS COMPLET			ENSEIGNEMENT PAR CHARGES DE COURS					MASSES SALARIALES ENS. REG.	MASSES SALARIALES TOTALES
	ETC	M.S.	M.S./ETC	N.de C.	M.S.	ETC(1)	ETC(2)	MS/NC		
Bishop's	73.00	2,859,000	39,164	207	383,000	9.78	51.75	1,850	2,859,000	3,242,000
Concordia	648.90	23,768,000	36,628	1,857	6,769,000	184.80	464.25	3,645	24,205,000	30,974,000
Laval	1,250.00	50,203,992	40,163	3,169	6,254,327	155.72	792.25	1,974	52,031,018	58,285,345
McGill	1,194.50	42,576,000	35,643	2,198	5,065,000	142.10	549.50	2,304	43,087,000	48,152,000
Montréal	1,260.97	50,580,698	40,113	3,110	9,647,841	240.52	777.50	3,102	50,580,698	60,228,539
H.E.C.	131.06	4,398,276	33,559	624	1,668,955	49.73	156.00	2,675	4,456,162	6,125,117
Polytech.	185.25	8,301,054	44,810	329	932,632	20.81	82.25	2,835	8,462,287	9,394,919
Sherbrooke	494.00	19,114,100	38,693	2,159	4,175,025	107.90	539.75	1,934	19,382,841	23,557,866
SOUS-TOTAL	5,237.68	201,801,120	38,529	13,653	34,895,780	905.71	3,413.25	2,556	205,064,006	239,959,786
UQAC	182.00	6,397,900	35,153	1,044	2,257,300	64.21	261.00	2,162	6,397,900	8,655,200
UQAH	74.74	2,443,455	32,693	475	1,163,121	35.58	118.75	2,449	2,456,304	3,619,425
UQAM	670.50	22,758,683	33,943	2,904	7,235,461	213.17	726.00	2,492	23,064,677	30,300,138
UQAR	141.00	4,447,722	31,544	659	1,483,604	47.03	164.75	2,251	4,447,722	5,931,326
UQAT	41.64	1,207,727	29,004	287	615,820	21.23	71.75	2,146	1,279,573	1,895,393
UQTR	285.00	10,855,936	38,091	1,324	3,050,742	80.09	331.00	2,304	10,855,936	13,906,678
ENAP	54.75	2,191,328	40,024						2,216,200	2,216,200
ETS	22.70	921,918	40,613	82	239,499	5.90	20.50	2,921	921,918	1,161,417
IAF	24.00	926,406	38,600						926,406	926,406
INRS	99.73	3,383,279	33,924						3,383,279	3,383,279
TELUQ	4.70	158,096	33,637						539,611	539,611
U.Q.-S.Soc										
U.Q.:total	1,600.76	55,692,450	34,791	6,775	16,045,547	461.19	1,693.75	2,368	56,489,526	72,535,073
Totaux	6,838.44	257,493,570	37,654	20,428	50,941,327	1,352.89	5,107.00	2,494	261,553,532	312,494,859

NOTE: ETC(1) = le quotient de la masse salariale des chargés de cours divisée par le salaire moyen des enseignants à temps complet; ETC(2) = le quotient du nombre de cours divisé par 4 (i.e. la charge "normale" d'un enseignant à temps complet). N.de C.= nombre de cours (de 3 crédits ou 45 heures)

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES AUXILIAIRES D'ENSEIGNEMENT ET DE RECHERCHE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's				1.50	20,000	13,333	1.50	20,000	13,333
Concordia	12.30	192,000	15,610	75.20	1,174,000	15,612	87.50	1,366,000	15,611
Laval				214.30	4,841,742	22,593	214.30	4,841,742	22,593
McGill				434.30	5,322,000	12,254	434.30	5,322,000	12,254
Montréal				140.03	2,832,112	20,225	140.03	2,832,112	20,225
H.E.C.	9.09	107,845	11,864	39.11	462,566	11,827	48.20	570,411	11,834
Polytech.				14.70	177,166	12,052	14.70	177,166	12,052
Sherbrooke				51.50	1,004,535	19,506	51.50	1,004,535	19,506
SOUS-TOTAL	21.39	299,845	14,018	970.64	15,834,121	16,313	992.03	16,133,966	16,264
UQAC				12.50	194,500	15,560	12.50	194,500	15,560
UQAH				3.90	56,997	14,615	3.90	56,997	14,615
UQAM				68.83	1,083,515	15,742	68.83	1,083,515	15,742
UQAR				6.00	118,244	19,707	6.00	118,244	19,707
UQAT				1.04	23,373	22,474	1.04	23,373	22,474
UQTR				41.50	538,626	12,979	41.50	538,626	12,979
ENAP									
ETS				0.74	18,300	24,730	0.74	18,300	24,730
IAF									
INRS									
TELUQ									
U.Q.-S.Soc									
U.Q.:total				134.51	2,033,555	15,118	134.51	2,033,555	15,118
Totaux	21.39	299,845	14,018	1,105.15	17,867,676	16,168	1,126.54	18,167,521	16,127

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES PROFESSIONNELS NON ENSEIGNANTS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	9.00	240,000	26,667				9.00	240,000	26,667
Concordia	172.00	4,072,000	23,674	12.40	297,000	23,952	184.40	4,369,000	23,693
Laval	470.70	15,312,743	32,532				470.70	15,312,743	32,532
McGill	277.90	8,050,000	28,967	14.70	298,000	20,272	292.60	8,348,000	28,530
Montréal	721.40	20,865,002	28,923	29.90	864,901	28,926	751.30	21,729,903	28,923
H.E.C.	30.98	866,195	27,960	10.30	225,949	21,937	41.28	1,092,144	26,457
Polytechnique	36.35	1,184,711	32,592	1.60	36,627	22,892	37.95	1,221,338	32,183
Sherbrooke	116.75	3,736,125	32,001	6.25	163,902	26,224	123.00	3,900,027	31,708
SOUS-TOTAL	1,835.08	54,326,776	29,605	75.15	1,886,379	25,102	1,910.23	56,213,155	29,427
UQAC	59.30	1,641,900	27,688	3.30	70,200	21,273	62.60	1,712,100	27,350
UQAH	21.26	538,230	25,317	5.40	105,201	19,482	26.66	643,431	24,135
UQAM	143.00	4,124,859	28,845	4.92	141,812	28,824	147.92	4,266,671	28,844
UQAR	21.50	603,894	28,088	2.00	18,702	9,351	23.50	622,596	26,493
UQAT	7.75	215,019	27,744	7.48	194,762	26,038	15.23	409,781	26,906
UQTR	77.00	2,201,134	28,586	13.83	367,576	26,578	90.83	2,568,710	28,280
ENAP	7.15	252,467	35,310				7.15	252,467	35,310
ETS	7.00	247,231	35,319				7.00	247,231	35,319
IAF	24.00	672,444	28,019				24.00	672,444	28,019
INRS	46.56	1,422,071	30,543				46.56	1,422,071	30,543
TELUQ	36.60	1,055,660	28,843	55.83	1,596,261	28,591	92.43	2,651,921	28,691
U.Q.-S.Soc	55.70	1,629,972	29,263				55.70	1,629,972	29,263
U.Q.:total	506.82	14,604,881	28,817	92.76	2,494,514	26,892	599.58	17,099,395	28,519
Totaux	2,341.90	68,931,657	29,434	167.91	4,380,893	26,091	2,509.81	73,312,550	29,210

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL TECHNIQUE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	28.50	472,000	16,561				28.50	472,000	16,561
Concordia	127.30	2,555,000	20,071	32.30	628,000	19,443	159.60	3,183,000	19,944
Laval	524.60	12,185,340	23,228				524.60	12,185,340	23,228
McGill	411.00	8,156,000	19,844	27.90	454,000	16,272	438.90	8,610,000	19,617
Montréal	372.50	6,941,668	18,635	16.59	309,122	18,633	389.09	7,250,790	18,635
H.E.C.	34.64	591,261	17,069	5.88	94,413	16,057	40.52	685,674	16,922
Polytechnique	132.35	2,834,708	21,418	0.92	27,732	30,143	133.27	2,862,440	21,479
Sherbrooke	177.75	3,515,539	19,778	10.50	214,483	20,427	188.25	3,730,022	19,814
SOUS-TOTAL	1,808.64	37,251,516	20,596	94.09	1,727,750	18,363	1,902.73	38,979,266	20,486
UQAC	54.30	1,124,100	20,702	4.00	76,200	19,050	58.30	1,200,300	20,588
UQAH	19.40	348,511	17,964	0.40	6,554	16,385	19.80	355,065	17,933
UQAM	131.00	2,447,467	18,683	3.60	67,085	18,635	134.60	2,514,552	18,682
UQAR	30.54	606,515	19,860	3.00	60,513	20,171	33.54	667,028	19,888
UQAT	9.91	195,439	19,721				9.91	195,439	19,721
UQTR	92.75	1,795,142	19,355	12.75	224,464	17,605	105.50	2,019,606	19,143
ENAP	16.83	328,848	19,539				16.83	328,848	19,539
ETS	15.50	302,412	19,510				15.50	302,412	19,510
IAF	146.38	2,667,862	18,226	7.31	133,165	18,217	153.69	2,801,027	18,225
INRS	46.35	1,075,720	23,209				46.35	1,075,720	23,209
TELUQ	19.30	364,194	18,870	3.10	57,899	18,677	22.40	422,093	18,843
U.Q.-S.Soc	19.20	359,576	18,728	13.20	237,167	17,967	32.40	596,743	18,418
U.Q.:total	601.46	11,615,786	19,313	47.36	863,047	18,223	648.82	12,478,833	19,233
Totaux	2,410.10	48,867,302	20,276	141.45	2,590,797	18,316	2,551.55	51,458,099	20,167

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE BUREAU

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	43.00	527,000	12,256	9.33	112,000		52.33	639,000	12,211
Concordia	587.10	9,050,000	15,415	102.00	1,565,000	15,343	689.10	10,615,000	15,404
Laval	989.50	14,894,117	15,052	162.00	2,486,995	15,352	1,151.50	17,381,112	15,094
McGill	1,041.80	17,494,000	16,792	131.90	2,063,000	15,641	1,173.70	19,557,000	16,663
Montréal	1,187.00	17,380,816	14,643	53.12	777,782	14,642	1,240.12	18,158,598	14,643
H.E.C.	125.08	1,767,633	14,132	20.52	294,045	14,330	145.60	2,061,678	14,160
Polytechnique	113.50	1,645,697	14,500	1.00	13,563	13,563	114.50	1,659,260	14,491
Sherbrooke	367.88	5,664,785	15,398	20.58	325,313	15,807	388.46	5,990,098	15,420
SOUS-TOTAL	4,454.86	68,424,048	15,359	500.45	7,637,698	15,262	4,955.31	76,061,746	15,350
UQAC	126.80	1,830,300	14,435	19.60	277,300	14,148	146.40	2,107,600	14,396
UQAH	59.40	965,905	16,261	8.60	131,291	15,266	68.00	1,097,196	16,135
UQAM	383.70	6,407,798	16,700	48.21	805,154	16,701	431.91	7,212,952	16,700
UQAR	73.50	1,163,591	15,831	10.00	104,613	10,461	83.50	1,268,204	15,188
UQAT	28.10	449,876	16,010	11.19	185,686	16,594	39.29	635,562	16,176
UQTR	181.50	2,709,416	14,928	31.75	466,686	14,699	213.25	3,176,102	14,894
ENAP	41.01	634,807	15,479	1.60	16,009	10,006	42.61	650,816	15,274
ETS	30.40	464,025	15,264				30.40	464,025	15,264
IAF	59.00	980,826	16,624	3.55	59,061	16,637	62.55	1,039,887	16,625
INRS	58.01	892,005	15,377				58.01	892,005	15,377
TELUQ	64.40	978,826	15,199	15.30	230,975	15,096	79.70	1,209,801	15,179
U.Q.-S.Soc	66.20	1,062,931	16,056				66.20	1,062,931	16,056
U.Q.:total	1,172.02	18,540,306	15,819	149.80	2,276,775	15,199	1,321.82	20,817,081	15,749
Totaux	5,626.88	86,964,354	15,455	650.25	9,914,473	15,247	6,277.13	96,878,827	15,434

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL OUVRIER (OU DE METIERS)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	46.00	681,000	14,804	18.00	266,000	14,778	64.00	947,000	14,797
Concordia	187.80	3,589,000	19,111	14.30	261,000	18,252	202.10	3,850,000	19,050
Laval	484.80	7,934,578	16,367	29.40	477,655	16,247	514.20	8,412,233	16,360
McGill	487.70	8,180,000	16,773	94.90	1,544,000	16,270	582.60	9,724,000	16,691
Montréal	598.36	9,504,556	15,884	22.24	353,187	15,881	620.60	9,857,743	15,884
H.E.C.	32.00	520,860	16,277	0.70	11,052	15,789	32.70	531,912	16,266
Polytechnique	77.00	1,275,723	16,568	0.50	11,522	23,044	77.50	1,287,245	16,610
Sherbrooke	102.82	2,004,235	19,493	7.92	127,173	16,057	110.74	2,131,408	19,247
SOUS-TOTAL	2,016.48	33,689,952	16,707	187.96	3,051,589	16,235	2,204.44	36,741,541	16,667
UQAC	13.00	208,600	16,046				13.00	208,600	16,046
UQAH	7.00	126,761	18,109				7.00	126,761	18,109
UQAM	160.15	2,721,593	16,994	17.00	225,175	13,246	177.15	2,946,768	16,634
UQAR	21.00	343,112	16,339	1.97	28,889	14,664	22.97	372,001	16,195
UQAT	3.00	50,841	16,947				3.00	50,841	16,947
UQTR	15.00	285,567	19,038	0.25	4,720	18,880	15.25	290,287	19,035
ENAP	7.00	131,106	18,729				7.00	131,106	18,729
ETS	3.80	62,814	16,530	0.33	5,009	15,178	4.13	67,823	16,422
IAF	58.00	1,085,566	18,717	1.53	28,685	18,748	59.53	1,114,251	18,717
INRS	4.00	62,806	15,702				4.00	62,806	15,702
TELUQ									
U.Q.-S.Soc	5.50	85,385	15,525				5.50	85,385	15,525
U.Q.:total	297.45	5,164,151	17,361	21.08	292,478	13,875	318.53	5,456,629	17,131
Totaux	2,313.93	38,854,103	16,791	209.04	3,344,067	15,997	2,522.97	42,198,170	16,726

Section III: Données de base fournies par la section 8 des formulaires financiers,
soit le nombre d'ETC et les masses salariales, auxquels nous avons ajouté
les moyennes salariales, par catégorie de personnel

Données de base pour l'année 1981-82

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Année 1981-82

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE TOUTES LES CATEGORIES,sauf les chargés de cours

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	214.00	5,813,887	27,168	31.20	383,809	12,302	245.20	6,197,696	25,276
Concordia	1,934.90	55,362,770	28,613	207.14	3,610,278	17,429	2142.04	58,973,048	27,531
Laval	3,839.92	124,930,003	32,535	470.53	11,706,986	24,880	4310.45	136,636,989	31,699
McGill	3,449.56	98,064,579	28,428	652.50	10,072,421	15,437	4102.06	108,137,000	26,362
Montréal	4,149.70	129,998,040	31,327	212.57	4,755,997	22,374	4362.27	134,754,037	30,891
H.E.C.	374.33	11,217,055	29,966	56.35	1,041,127	18,476	430.68	12,258,182	28,462
Polytechnique	568.32	19,279,156	33,923	13.36	207,476	15,530	581.68	19,486,632	33,501
Sherbrooke	1,336.62	45,009,343	33,674	106.83	2,111,679	19,767	1443.45	47,121,022	32,645
SOUS-TOTAL	15,867.35	489,674,833	30,861	1750.48	33,889,773	19,360	17617.83	523,564,606	29,718
UQAC	454.47	14,273,200	31,406	49.59	795,300	16,038	504.06	15,068,500	29,894
UQAH	202.20	5,964,639	29,499	11.76	259,079	22,031	213.96	6,223,718	29,088
UQAM	1,693.45	51,161,092	30,211	174.39	3,163,510	18,140	1867.84	54,324,602	29,084
UQAR	304.74	9,963,140	32,694	18.72	332,150	17,743	323.46	10,295,290	31,829
UQAT	97.72	2,755,273	28,196	13.39	253,326	18,919	111.11	3,008,599	27,078
UQTR	716.29	23,216,165	32,412	53.57	948,848	17,712	769.86	24,165,013	31,389
ENAP	133.47	4,415,429	33,082	5.21	88,626	17,011	138.68	4,504,055	32,478
ETS	89.90	2,773,983	30,856	5.73	137,475	23,992	95.63	2,911,458	30,445
IAF	342.41	9,286,549	27,121	22.18	479,644	21,625	364.59	9,766,193	26,787
INRS	235.66	7,498,089	31,817				235.66	7,498,089	31,817
TELUQ	157.88	4,178,008	26,463	79.32	2,507,702	31,615	237.20	6,685,710	28,186
U.Q.-S.Soc	172.40	5,571,552	32,318	6.00	117,734	19,622	178.40	5,689,286	31,891
U.Q.:total	4,600.59	141,057,119	30,661	439.86	9,083,394	20,651	5040.45	150,140,513	29,787
Totaux	20,467.94	630,731,952	30,816	2190.34	42,973,167	19,619	22658.28	673,705,119	29,733

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tableau 50

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE DIRECTION

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	12.00	467,434	38,953	0.10	2,777	27,770	12.10	470,211	38,860
Concordia	57.10	3,589,200	62,858				57.10	3,589,200	62,858
Laval	180.48	9,886,012	54,776				180.48	9,886,012	54,776
McGill	179.70	9,652,000	53,712				179.70	9,652,000	53,712
Montréal	194.65	11,394,199	58,537				194.65	11,394,199	58,537
H.E.C.	22.59	1,247,005	55,202				22.59	1,247,005	55,202
Polytech.	30.50	1,799,822	59,011				30.50	1,799,822	59,011
Sherbrooke	99.88	5,441,774	54,483				99.88	5,441,774	54,483
SOUS-TOTAL	776.90	43,477,446	55,963	0.10	2,777	27,770	777.00	43,480,223	55,959
UQAC	20.00	982,100	49,105				20.00	982,100	49,105
UQAH	18.80	850,586	45,244				18.80	850,586	45,244
UQAM	94.82	4,473,104	47,175				94.82	4,473,104	47,175
UQAR	27.20	1,496,667	55,025				27.20	1,496,667	55,025
UQAT	4.38	179,635	41,013				4.38	179,635	41,013
UQTR	47.05	2,212,064	47,015				47.05	2,212,064	47,015
ENAP	8.85	450,139	50,863				8.85	450,139	50,863
ETS	9.60	506,580	52,769				9.60	506,580	52,769
IAF	39.40	1,803,400	45,772				39.40	1,803,400	45,772
INRS	16.98	897,692	52,868				16.98	897,692	52,868
TELUQ	17.00	776,378	45,669	0.82	29,692	36,210	17.82	806,070	45,234
U.Q.-S.Soc	31.00	1,918,770	61,896	0.50	26,585	53,170	31.50	1,945,355	61,757
U.Q.:total	335.08	16,547,115	49,383	1.32	56,277	42,634	336.40	16,603,392	49,356
Totaux	1,111.98	60,024,561	53,980	1.42	59,054	41,587	1,113.40	60,083,615	53,964

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tableau 51

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE GERANCE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's									
Concordia	89.50	3,250,546	36,319				89.50	3,250,546	36,319
Laval									
McGill									
Montréal									
H.E.C.									
Polytech.									
Sherbrooke	10.00	278,133	27,813				10.00	278,133	27,813
SOUS-TOTAL	99.5	3,528,679	35,464				99.5	3,528,679	35,464
UQAC									
UQAH									
UQAM									
UQAR									
UQAT									
UQTR									
ENAP									
ETS									
IAF									
INRS									
TELUQ									
U.Q.-S.Soc									
U.Q.:total									
Totaux	99.50	3,528,679	35,464				99.50	3,528,679	35,464

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tableau 52

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES ENSEIGNANTS REGULIERS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	77.00	3,222,645	41,853				77.00	3,222,645	41,853
Concordia	677.80	27,038,308	39,891	13.26	294,183	22,186	691.06	27,332,491	39,552
Laval	1,265.91	57,850,289	45,699	87.17	3,851,456	44,183	1,353.08	61,701,745	45,601
McGill	1,172.98	44,778,579	38,175	14.24	540,421	37,951	1,187.22	45,319,000	38,172
Montréal	1,231.15	58,069,662	47,167	2.11	61,341	29,072	1,233.26	58,131,003	47,136
H.E.C.	133.40	5,509,279	41,299	11.52	224,249	19,466	144.92	5,733,528	39,563
Polytech.	186.75	9,841,165	52,697	0.06	1,624	27,067	186.81	9,842,789	52,689
Sherbrooke	489.70	22,150,598	45,233	5.88	215,023	36,569	495.58	22,365,621	45,130
SOUS-TOTAL	5,234.69	228,460,525	43,644	134.24	5,188,297	38,649	5,368.93	233,648,822	43,519
UQAC	184.00	7,641,700	41,531				184.00	7,641,700	41,531
UQAH	67.90	2,703,071	39,810	2.36	95,335	40,396	70.26	2,798,406	39,829
UQAM	726.90	28,780,528	39,594				726.90	28,780,528	39,594
UQAR	129.59	5,256,334	40,561				129.59	5,256,334	40,561
UQAT	42.40	1,487,761	35,089	3.11	84,401	27,139	45.51	1,572,162	34,545
UQTR	301.48	12,813,224	42,501				301.48	12,813,224	42,501
ENAP	54.35	2,464,555	45,346				54.35	2,464,555	45,346
ETS	26.50	1,087,371	41,033	2.25	72,394	32,175	28.75	1,159,765	40,340
IAF	25.85	1,084,154	41,940				25.85	1,084,154	41,940
INRS	91.68	3,358,244	36,630				91.68	3,358,244	36,630
TELUQ	12.00	352,722	29,394	7.60	287,220	37,792	19.60	639,942	32,650
U.Q.-S.Soc									
U.Q.:total	1,662.65	67,029,664	40,315	15.32	539,350	35,206	1,677.97	67,569,014	40,268
Totaux	6,897.34	295,490,189	42,841	149.56	5,727,647	38,297	7,046.90	301,217,836	42,745

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tableau 53

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

ENSEIGNANTS CHARGES DE COURS ET MASSES SALARIALES TOTALES POUR L'ENSEIGNEMENT

	ENS.REG. A TEMPS COMPLET			ENSEIGNEMENT PAR CHARGES DE COURS					MASSES SALARIALES ENS.REG.	MASSES SALARIALES TOTALES
	ETC	M.S.	M.S./ETC	N.de C.	M.S.	ETC(1)	ETC(2)	MS/NC		
Bishop's	77.00	3,222,645	41,853	225	394,890	9.44	56.25	1,755	3,222,645	3,617,535
Concordia	677.80	27,038,308	39,891	2,753	5,857,803	146.84	688.15	2,128	27,332,491	33,190,294
Laval	1,265.91	57,850,289	45,699	2,115	3,717,777	81.35	528.75	1,758	61,701,745	65,419,522
McGill	1,172.98	44,778,579	38,175	2,350	6,333,000	165.89	587.50	2,695	45,319,000	51,652,000
Montréal	1,231.15	58,069,662	47,167	4,128	9,276,521	196.67	1,032.00	2,247	58,131,003	67,407,524
H.E.C.	133.40	5,509,279	41,299	494	1,416,197	34.29	123.50	2,867	5,733,528	7,149,725
Polytech.	186.75	9,841,165	52,697	335	949,858	18.02	83.75	2,335	9,842,789	10,792,647
Sherbrooke	489.70	22,150,598	45,233	2,194	4,422,214	97.77	548.50	2,016	22,365,621	26,787,835
SOUS-TOTAL	5,234.69	228,460,525	43,644	14,594	32,368,260	741.65	3,648.40	2,218	233,648,822	266,017,082
UQAC	184.00	7,641,700	41,531	982	2,363,900	56.92	245.50	2,407	7,641,700	10,005,600
UQAH	67.90	2,703,071	39,810	390	946,680	23.78	97.50	2,427	2,798,406	3,745,086
UQAM	726.90	28,780,528	39,594	2,937	8,747,833	220.94	734.25	2,978	28,780,528	37,528,361
UQAR	129.59	5,256,334	40,561	744	1,850,808	45.63	186.00	2,488	5,256,334	7,107,142
UQAT	42.40	1,487,761	35,089	254	570,990	16.27	63.50	2,248	1,572,162	2,143,152
UQTR	301.48	12,813,224	42,501	1,155	2,908,418	68.43	288.75	2,518	12,813,224	15,721,642
ENAP	54.35	2,464,555	45,346						2,464,555	2,464,555
ETS	26.50	1,087,371	41,033	103	309,027	7.53	25.75	3,000	1,159,765	1,468,792
IAF	25.85	1,084,154	41,940						1,084,154	1,084,154
INRS	91.68	3,358,244	36,630						3,358,244	3,358,244
TELUQ	12.00	352,722	29,394						639,942	639,942
U.Q.-S.Soc										
U.Q.:total	1,662.65	67,029,664	40,315	6,565	17,697,656	438.98	1,641.25	2,696	67,569,014	85,266,670
Totaux	6,897.34	295,490,189	42,841	21,159	50,065,916	1,168.64	5,289.65	2,366	301,217,836	351,283,752

NOTE: ETC(1) = le quotient de la masse salariale des chargés de cours divisée par le salaire moyen des enseignants à temps complet; ETC(2) = le quotient du nombre de cours divisé par 4 (la charge "normale" d'un enseignant à temps complet). N.de C.= nombre de cours (de 3 crédits ou 45 heures)

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tableau 54

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES AUXILIAIRES D'ENSEIGNEMENT ET DE RECHERCHE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's				2.10	26,644	12,688	2.10	26,644	12,688
Concordia	13.70	216,028	15,768	68.60	1,078,524	15,722	82.30	1,294,552	15,730
Laval				234.84	5,395,435	22,975	234.84	5,395,435	22,975
McGill				377.53	5,125,000	13,575	377.53	5,125,000	13,575
Montréal				111.32	2,470,268	22,191	111.32	2,470,268	22,191
H.E.C.	0.77	14,255	18,513	16.57	301,890	18,219	17.34	316,145	18,232
Polytech.				9.50	122,840	12,931	9.50	122,840	12,931
Sherbrooke				44.20	967,077	21,880	44.20	967,077	21,880
SOUS-TOTAL	14.47	230,283	15,915	864.66	15,487,678	17,912	879.13	15,717,961	17,879
UQAC				16.12	251,400	15,596	16.12	251,400	15,596
UQAH				2.40	39,812	16,588	2.40	39,812	16,588
UQAM				79.38	1,254,008	15,798	79.38	1,254,008	15,798
UQAR				9.42	141,688	15,041	9.42	141,688	15,041
UQAT				3.75	67,921	18,112	3.75	67,921	18,112
UQTR				30.34	444,002	14,634	30.34	444,002	14,634
ENAP	0.10	1,940	19,400	4.00	68,391	17,098	4.10	70,331	17,154
ETS				1.08	19,656	18,200	1.08	19,656	18,200
IAF									
INRS									
TELUQ									
U.Q.-S.Soc									
U.Q.:total	0.10	1,940	19,400	146.49	2,286,878	15,611	146.59	2,288,818	15,614
Totaux	14.57	232,223	15,938	1,011.15	17,774,556	17,579	1,025.72	18,006,779	17,555

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tableau 55

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES PROFESSIONNELS NON ENSEIGNANTS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	11.00	266,825	24,257	0.50	8,709	17,418	11.50	275,534	23,959
Concordia	193.40	5,202,817	26,902	7.44	206,009	27,689	200.84	5,408,826	26,931
Laval	490.84	18,277,963	37,238				490.84	18,277,963	37,238
McGill	268.75	8,699,000	32,368	6.66	250,000	37,538	275.41	8,949,000	32,493
Montréal	692.70	24,040,600	34,706	24.70	880,834	35,661	717.40	24,921,434	34,739
H.E.C.	32.66	1,127,420	34,520	3.91	116,392	29,768	36.57	1,243,812	34,012
Polytechnique	42.70	1,412,515	33,080	2.00	47,325	23,663	44.70	1,459,840	32,659
Sherbrooke	128.39	5,008,421	39,009	4.81	151,527	31,502	133.20	5,159,948	38,738
SOUS-TOTAL	1,860.44	64,035,561	34,420	50.02	1,660,796	33,203	1,910.46	65,696,357	34,388
UQAC	56.33	1,865,900	33,124	7.59	151,600	19,974	63.92	2,017,500	31,563
UQAH	21.60	701,801	32,491	1.00	31,543	31,543	22.60	733,344	32,449
UQAM	136.64	4,618,568	33,801	15.59	527,127	33,812	152.23	5,145,695	33,802
UQAR	20.90	707,204	33,838	2.00	53,828	26,914	22.90	761,032	33,233
UQAT	9.78	308,962	31,591				9.78	308,962	31,591
UQTR	75.45	2,534,075	33,586	3.41	114,450	33,563	78.86	2,648,525	33,585
ENAP	7.92	298,829	37,731				7.92	298,829	37,731
ETS	6.00	231,523	38,587				6.00	231,523	38,587
IAF	24.30	854,613	35,169				24.30	854,613	35,169
INRS	36.57	1,343,323	36,733				36.57	1,343,323	36,733
TELUQ	48.00	1,412,294	29,423	48.48	1,758,722	36,277	96.48	3,171,016	32,867
U.Q.-S.Soc	55.80	2,001,291	35,865				55.80	2,001,291	35,865
U.Q.:total	499.29	16,878,383	33,805	78.07	2,637,270	33,781	577.36	19,515,653	33,802
Totaux	2,359.73	80,913,944	34,289	128.09	4,298,066	33,555	2,487.82	85,212,010	34,252

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tableau 56

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL TECHNIQUE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	27.50	523,087	19,021				27.50	523,087	19,021
Concordia	117.10	2,230,694	19,049	26.39	504,152	19,104	143.49	2,734,846	19,059
Laval	506.30	13,473,096	26,611				506.30	13,473,096	26,611
McGill	380.86	7,946,000	20,863	54.50	1,003,000	18,404	435.36	8,949,000	20,555
Montréal	338.40	7,684,259	22,708	11.47	263,835	23,002	349.87	7,948,094	22,717
H.E.C.	43.66	980,192	22,451	3.84	80,663	21,006	47.50	1,060,855	22,334
Polytech.	129.90	3,119,350	24,013	1.80	35,651	19,806	131.70	3,155,001	23,956
Sherbrooke	161.25	3,936,840	24,415	15.78	245,613	15,565	177.03	4,182,453	23,626
SOUS-TOTAL	1,704.97	39,893,518	23,398	113.78	2,132,914	18,746	1,818.75	42,026,432	23,107
UQAC	54.89	1,342,600	24,460	2.68	40,400	15,075	57.57	1,383,000	24,023
UQAH	19.90	414,611	20,835	0.30	5,208	17,360	20.20	419,819	20,783
UQAM	121.71	2,822,345	23,189	8.04	185,422	23,062	129.75	3,007,767	23,181
UQAR	31.09	710,571	22,855	0.86	19,932	23,177	31.95	730,503	22,864
UQAT	9.00	196,904	21,878				9.00	196,904	21,878
UQTR	97.91	2,257,237	23,054	8.55	197,006	23,042	106.46	2,454,243	23,053
ENAP	17.62	403,680	22,910				17.62	403,680	22,910
ETS	17.00	377,453	22,203	0.10	2,412	24,120	17.10	379,865	22,214
IAF	134.40	3,175,478	23,627	18.09	400,988	22,166	152.49	3,576,466	23,454
INRS	34.13	907,856	26,600				34.13	907,856	26,600
TELUQ	17.91	433,468	24,203	2.67	63,056	23,616	20.58	496,524	24,127
U.Q.-S.Soc	19.30	424,410	21,990				19.30	424,410	21,990
U.Q.:total	574.86	13,466,613	23,426	41.29	914,424	22,146	616.15	14,381,037	23,340
Totaux	2,279.83	53,360,131	22,907	155.07	3,047,338	22,907	2,434.90	56,407,469	23,166

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tableau 57

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE BUREAU

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	40.50	585,769	14,463	7.50	98,738	13,165	48.00	684,507	14,261
Concordia	590.30	9,806,856	16,613	80.75	1,327,139	16,435	671.05	11,133,995	16,592
Laval	948.05	16,790,874	17,711	125.87	2,090,731	16,610	1,073.92	18,881,605	17,582
McGill	951.02	17,246,000	18,134	136.19	2,203,000	16,176	1,087.21	19,449,000	17,889
Montréal	1,110.30	18,398,694	16,571	41.48	714,259	17,219	1,151.78	19,112,953	16,594
H.E.C.	111.25	1,766,338	15,877	19.69	305,500	15,515	130.94	2,071,838	15,823
Polytechnique	104.47	1,686,183	16,140				104.47	1,686,183	16,140
Sherbrooke	350.74	6,179,282	17,618	24.70	382,495	15,486	375.44	6,561,777	17,478
SOUS-TOTAL	4,206.63	72,459,996	17,225	436.18	7,121,862	16,328	4,642.81	79,581,858	17,141
UQAC	120.75	2,078,900	17,217	22.20	334,000	15,045	142.95	2,412,900	16,879
UQAH	67.00	1,153,234	17,212	5.70	87,181	15,295	72.70	1,240,415	17,062
UQAM	437.39	7,347,839	16,799	56.16	938,541	16,712	493.55	8,286,380	16,789
UQAR	72.12	1,321,318	18,321	5.14	92,246	17,947	77.26	1,413,564	18,296
UQAT	29.16	522,595	17,922	6.53	101,004	15,468	35.69	623,599	17,473
UQTR	179.40	3,076,761	17,150	11.23	192,490	17,141	190.63	3,269,251	17,150
ENAP	36.63	632,942	17,279	0.08	1,413	17,663	36.71	634,355	17,280
ETS	26.80	498,642	18,606	1.60	27,760	17,350	28.40	526,402	18,535
IAF	60.46	1,121,571	18,551	2.49	45,966	18,460	62.95	1,167,537	18,547
INRS	52.30	921,422	17,618				52.30	921,422	17,618
TELUQ	62.97	1,203,146	19,107	19.75	369,012	18,684	82.72	1,572,158	19,006
U.Q.-S.Soc	61.30	1,127,661	18,396	5.50	91,149	16,573	66.80	1,218,810	18,246
U.Q.:total	1,206.28	21,006,031	17,414	136.38	2,280,762	16,724	1,342.66	23,286,793	17,344
Totaux	5,412.91	93,466,027	17,267	572.56	9,402,624	16,422	5,985.47	102,868,651	17,186

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tableau 58

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL OUVRIER (OU DE METIERS)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	46.00	748,127	16,264	21.00	246,941	11,759	67.00	995,068	14,852
Concordia	196.00	4,028,321	20,553	10.70	200,271	18,717	206.70	4,228,592	20,458
Laval	448.34	8,651,769	19,297	22.65	369,364	16,307	470.99	9,021,133	19,154
McGill	496.25	9,743,000	19,633	63.38	951,000	15,005	559.63	10,694,000	19,109
Montréal	582.50	10,410,626	17,872	21.49	365,460	17,006	603.99	10,776,086	17,841
H.E.C.	30.00	572,566	19,086	0.82	12,433	15,162	30.82	584,999	18,981
Polytechnique	74.00	1,420,121	19,191	0.00	36		74.00	1,420,157	19,191
Sherbrooke	96.66	2,014,295	20,839	11.46	149,944	13,084	108.12	2,164,239	20,017
SOUS-TOTAL	1,969.75	37,588,825	19,083	151.5	2,295,449	15,151	2,121.25	39,884,274	18,802
UQAC	18.50	362,000	19,568	1.00	17,900	17,900	19.50	379,900	19,482
UQAH	7.00	141,336	20,191				7.00	141,336	20,191
UQAM	175.99	3,118,708	17,721	15.22	258,412	16,978	191.21	3,377,120	17,662
UQAR	23.84	471,046	19,759	1.30	24,456	18,812	25.14	495,502	19,710
UQAT	3.00	59,416	19,805				3.00	59,416	19,805
UQTR	15.00	322,804	21,520	0.04	900	22,500	15.04	323,704	21,523
ENAP	8.00	163,344	20,418	1.13	18,822	16,657	9.13	182,166	19,952
ETS	4.00	72,414	18,104	0.70	15,253	21,790	4.70	87,667	18,653
IAF	58.00	1,247,333	21,506	1.60	32,690	20,431	59.60	1,280,023	21,477
INRS	4.00	69,552	17,388				4.00	69,552	17,388
TELUQ									
U.Q.-S.Soc	5.00	99,420	19,884				5.00	99,420	19,884
U.Q.:total	322.33	6,127,373	19,010	20.99	368,433	17,553	343.32	6,495,806	18,921
Totaux	2,292.08	43,716,198	19,073	172.49	2,663,882	15,444	2,464.57	46,380,080	18,819

Section III: Données de base fournies par la section 8 des formulaires financiers, soit le nombre d'ETC et les masses salariales, auxquels nous avons ajouté les moyennes salariales, par catégorie de personnel

Données de base pour l'année 1982-83

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tableau 59

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE TOUTES LES CATEGORIES,sauf les chargés de cours

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	206.00	5,921,871	28,747	26.08	392,936	15,067	232.08	6,314,807	27,210
Concordia	1,884.60	58,932,654	31,271	237.10	4,303,578	18,151	2,121.70	63,236,232	29,805
Laval	3,735.88	133,992,830	35,866	384.14	10,483,990	27,292	4,120.02	144,476,820	35,067
McGill	3,305.44	102,942,842	31,143	646.08	10,454,158	16,181	3,951.52	113,397,000	28,697
Montréal	3,935.35	135,376,260	34,400	298.14	6,878,593	23,072	4,233.49	142,254,853	33,602
H.E.C.	358.85	11,508,843	32,071	42.30	877,831	20,753	401.15	12,386,674	30,878
Polytechnique	520.75	18,716,804	35,942	13.16	324,761	24,678	533.91	19,041,565	35,664
Sherbrooke	1,294.75	46,161,949	35,653	112.56	2,322,564	20,634	1,407.31	48,484,513	34,452
SOUS-TOTAL	15,241.62	513,554,053	33,694	1,759.56	36,038,411	20,481	17,001.18	549,592,464	32,327
UQAC	453.17	15,526,622	34,262	51.36	1,033,782	20,128	504.53	16,560,404	32,823
UQAH	207.00	6,505,579	31,428	19.73	411,644	20,864	226.73	6,917,223	30,509
UQAM	1,680.98	56,205,468	33,436	223.23	4,335,262	19,421	1,904.21	60,540,730	31,793
UQAR	327.05	10,607,255	32,433	27.70	512,220	18,492	354.75	11,119,475	31,345
UQAT	102.39	3,012,664	29,423	25.72	493,165	19,174	128.11	3,505,829	27,366
UQTR	723.70	24,568,921	33,949	73.64	1,363,614	18,517	797.34	25,932,535	32,524
ENAP	129.06	4,550,395	35,258	5.49	216,365	39,411	134.55	4,766,760	35,427
ETS	88.80	2,833,340	31,907	7.59	203,621	26,828	96.39	3,036,961	31,507
IAF	329.90	9,383,708	28,444	41.77	696,948	16,685	371.67	10,080,656	27,122
INRS	220.68	7,670,842	34,760	2.19	48,564	22,175	222.87	7,719,406	34,636
TELUQ	181.96	5,147,039	28,287	83.18	2,467,668	29,667	265.14	7,614,707	28,720
U.Q.-S.Soc	171.80	5,438,773	31,658	4.80	134,409	27,988	176.60	5,573,182	31,558
U.Q.:total	4,616.49	151,450,606	32,806	566.40	11,917,262	21,040	5,182.89	163,367,868	31,521
Totaux	19,858.11	665,004,659	33,488	2,325.96	47,955,673	20,618	22,184.07	712,960,332	32,138

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE DIRECTION

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	13.00	471,845	36,296				13.00	471,845	36,296
Concordia	59.10	3,480,973	58,900				59.10	3,480,973	58,900
Laval	174.94	10,256,634	58,629				174.94	10,256,634	58,629
McGill	179.87	10,256,000	57,019				179.87	10,256,000	57,019
Montréal	201.64	12,263,646	60,820				201.64	12,263,646	60,820
H.E.C.	21.14	1,242,061	58,754				21.14	1,242,061	58,754
Polytechnique	28.00	1,688,095	60,289				28.00	1,688,095	60,289
Sherbrooke	108.59	6,165,331	56,776				108.59	6,165,331	56,776
SOUS-TOTAL	786.28	45,824,585	58,280				786.28	45,824,585	58,280
UQAC	17.62	886,276	50,299				17.62	886,276	50,299
UQAH	18.80	833,321	44,326				18.80	833,321	44,326
UQAM	98.13	4,431,202	45,156				98.13	4,431,202	45,156
UQAR	27.50	1,195,841	43,485				27.50	1,195,841	43,485
UQAT	4.33	169,281	39,095				4.33	169,281	39,095
UQTR	44.73	2,157,995	48,245				44.73	2,157,995	48,245
ENAP	9.49	487,037	51,321				9.49	487,037	51,321
ETS	8.50	425,304	50,036				8.50	425,304	50,036
IAF	33.52	1,715,449	51,177				33.52	1,715,449	51,177
INRS	16.25	817,319	50,297				16.25	817,319	50,297
TELUQ	18.00	868,259	48,237				18.00	868,259	48,237
U.Q.-S.Soc	31.00	1,730,222	55,814	0.75	41,990	55,814	31.75	1,772,212	55,814
U.Q.:total	327.87	15,717,506	47,938	0.75	41,990	55,814	328.62	15,759,496	47,956
Totaux	1,114.15	61,542,091	55,237	0.75	41,990	55,814	1,114.90	61,584,081	55,237

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tableau 61

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE GERANCE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	3.00	69,540	23,180				3.00	69,540	23,180
Concordia	88.70	3,490,563	39,352				88.70	3,490,563	39,352
Laval									
McGill									
Montréal	168.34	5,101,812	30,307	0.15	3,497	23,313	168.49	5,105,309	30,300
H.E.C.									
Polytechnique	11.50	317,391	27,599				11.50	317,391	27,599
Sherbrooke	10.00	295,845	29,585				10.00	295,845	29,585
SOUS-TOTAL	281.54	9,275,151	32,944	0.15	3,497	23,313	281.69	9,278,648	32,939
UQAC									
UQAH									
UQAM									
UQAR									
UQAT									
UQTR									
ENAP									
ETS									
IAF	8.13	279,968	34,436				8.13	279,968	34,436
INRS									
TELUQ									
U.Q.-S.Soc									
U.Q.:total	8.13	279,968	34,436				8.13	279,968	34,436
Totaux	289.67	9,555,119	32,986	0.15	3,497	23,313	289.82	9,558,616	32,981

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tableau 62

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES ENSEIGNANTS REGULIERS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC
Bishop's	71.00	3,222,667	45,390				71.00	3,222,667	45,390
Concordia	659.00	28,849,131	43,777	37.30	510,381	13,683	696.30	29,359,512	42,165
Laval	1,250.94	65,393,294	52,275	77.67	3,989,702	51,367	1,328.61	69,382,996	52,222
McGill	1,118.52	46,057,842	41,177	39.86	700,158	17,565	1,158.38	46,758,000	40,365
Montréal	1,198.44	61,663,741	51,453	64.94	2,044,453	31,482	1,263.38	63,708,194	50,427
H.E.C.	127.49	5,475,288	42,947	8.08	218,511	27,043	135.57	5,693,799	41,999
Polytechnique	166.80	9,359,786	56,114	0.25	13974.00	55,896	167.05	9,373,760	56,113
Sherbrooke	481.99	22,660,555	47,015	5.42	230,048	42,444	487.41	22,890,603	46,964
SOUS-TOTAL	5,074.18	242,682,304	47,827	233.52	7,707,227	33,005	5,307.70	250,389,531	47,175
UQAC	180.22	8,519,320	47,272				180.22	8,519,320	47,272
UQAH	76.10	3,104,330	40,793	2.29	93,511	40,834	78.39	3,197,841	40,794
UQAM	743.03	32,403,302	43,610	7.26	140,022	19,287	750.29	32,543,324	43,374
UQAR	147.81	6,014,789	40,693				147.81	6,014,789	40,693
UQAT	45.15	1,655,182	36,660	4.27	119,340	27,948	49.42	1,774,522	35,907
UQTR	294.20	13,335,865	45,329	1.49	65,278	43,811	295.69	13,401,143	45,322
ENAP	51.10	2,560,114	50,100	5.07	199,960	39,440	56.17	2,760,074	49,138
ETS	24.00	1,111,403	46,308	2.04	94,311	46,231	26.04	1,205,714	46,302
IAF	22.19	1,196,505	53,921				22.19	1,196,505	53,921
INRS	89.70	3,722,254	41,497	0.58	15,532	26,779	90.28	3,737,786	41,402
TELUQ	20.00	827,216	41,361	12.69	496,323	39,111	32.69	1,323,539	40,488
U.Q.-S.Soc									
U.Q.:total	1,693.50	74,450,280	43,962	35.69	1,224,277	34,303	1,729.19	75,674,557	43,763
Totaux	6,767.68	317,132,584	46,860	269.21	8,931,504	33,177	7,036.89	326,064,088	46,336

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tableau 63

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES ENSEIGNANTS CHARGES DE COURS ET LES MASSES SALARIALES TOTALES POUR L'ENSEIGNEMENT

	ENS.REG. A TEMPS COMPLET			ENSEIGNEMENT PAR CHARGES DE COURS					MASSES SALARIALES ENS.REG.	MASSES SALARIALES TOTALES
	ETC	M.S.	M.S./ETC	N.de C.	M.S.	ETC(1)	ETC(2)	MS/NC		
Bishop's	71.00	3,222,667	45,390	286	505,249	11.13	71.50	1,767	3,222,667	3,727,916
Concordia	659.00	28,849,131	43,777	2488	5,573,055	127.31	622.00	2,240	29,359,512	34,932,567
Laval	1,250.94	65,393,294	52,275	1741	3,656,420	69.95	435.25	2,100	69,382,996	73,039,416
McGill	1,118.52	46,057,842	41,177	2551	6,969,000	169.24	637.75	2,732	46,758,000	53,727,000
Montréal	1,198.44	61,663,741	51,453	2967	6,716,669	130.54	741.75	2,264	63,708,194	70,424,863
H.E.C.	127.49	5,475,288	42,947	539	1,552,735	36.15	134.75	2,881	5,693,799	7,246,534
Polytechnique	166.80	9,359,786	56,114	323	931,618	16.60	80.75	2,884	9,373,760	10,305,378
Sherbrooke	481.99	22,660,555	47,015	2014	4,167,045	88.63	503.50	2,069	22,890,603	27,057,648
SOUS-TOTAL	5,074.18	242,682,304	47,827	12,909	30,071,791	628.76	3,227.25	2,330	250,389,531	280,461,322
UQAC	180.22	8,519,320	47,272	1081	2,585,370	54.69	270.25	2,392	8,519,320	11,104,690
UQAH	76.10	3,104,330	40,793	420	1,046,831	25.66	105.00	2,492	3,197,841	4,244,672
UQAM	743.03	32,403,302	43,610	5043	8,991,155	206.17	1,260.75	1,783	32,543,324	41,534,479
UQAR	147.81	6,014,789	40,693	781	1,766,072	43.40	195.25	2,261	6,014,789	7,780,861
UQAT	45.15	1,655,182	36,660	243	613,888	16.75	60.75	2,526	1,774,522	2,388,410
UQTR	294.20	13,335,865	45,329	1058	2,751,764	60.71	264.50	2,601	13,401,143	16,152,907
ENAP	51.10	2,560,114	50,100	29	91,462	1.83	7.25	3,154	2,760,074	2,851,536
ETS	24.00	1,111,403	46,308	139	372,010	8.03	34.75	2,676	1,205,714	1,577,724
IAF	22.19	1,196,505	53,921						1,196,505	1,196,505
INRS	89.70	3,722,254	41,497						3,737,786	3,737,786
TELUQ	20.00	827,216	41,361						1,323,539	1,323,539
U.Q.-S.Soc										
U.Q.:total	1,693.50	74,450,280	43,962	8794	18,218,552	414.41	2,198.50	2,072	75,674,557	93,893,109
Totaux	6,767.88	317,132,584	46,860	21,703	48,290,343	1,030.53	5,425.75	2,225	326,064,088	374,354,431

NOTE: ETC(1) = le quotient de la masse salariale des chargés de cours divisée par le salaire moyen des enseignants à temps complet; ETC(2) = le quotient du nombre de cours divisé par 4 (la charge "normale" d'un enseignant à temps complet). N.de C.= nombre de cours (de 3 crédits ou 45 heures)

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tableau 64

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES AUXILIAIRES D'ENSEIGNEMENT ET DE RECHERCHE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's				1.25	24,049	19,239	1.25	24,049	19,239
Concordia	13.70	250,800	18,307	64.50	1,181,568	18,319	78.20	1,432,368	18,317
Laval				187.61	4,315,725	23,004	187.61	4,315,725	23,004
McGill				377.49	5,487,000	14,535	377.49	5,487,000	14,535
Montréal				109.25	2,415,577	22,111	109.25	2,415,577	22,111
H.E.C.	1.54	30,294	19,671	16.03	270,657	16,884	17.57	300,951	17,129
Polytechnique				10.75	235,151	21,875	10.75	235,151	21,875
Sherbrooke				47.23	997,184	21,113	47.23	997,184	21,113
SOUS-TOTAL	15.24	281,094	18,444	814.11	14,926,911	18,335	829.35	15,208,005	18,337
UQAC				20.00	326,021	16,301	20.00	326,021	16,301
UQAH				3.20	57,272	17,898	3.20	57,272	17,898
UQAM				89.45	1,416,046	15,831	89.45	1,416,046	15,831
UQAR				9.85	154,119	15,647	9.85	154,119	15,647
UQAT				7.79	121,281	15,569	7.79	121,281	15,569
UQTR				41.31	549,103	13,292	41.31	549,103	13,292
ENAP				0.42	16,405	39,060	0.42	16,405	39,060
ETS				2.85	51,944	18,226	2.85	51,944	18,226
IAF	6.42	93,250	14,525	13.03	175,620	13,476	19.45	268,870	13,822
INRS									
TELUQ				4.77	69,699	14,612	4.77	69,699	14,612
U.Q.-S.Soc									
U.Q.:total	6.42	93,250	14,525	192.67	2,937,510	15,246	199.09	3,030,760	15,223
Totaux	21.66	374,344	17,283	1,006.78	17,864,421	17,744	1,028.44	18,238,765	17,734

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tableau 65

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES PROFESSIONNELS NON ENSEIGNANTS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	10.50	277,566	26,435	0.33	8,374	25,376	10.83	285,940	26,403
Concordia	192.20	5,507,592	28,656	10.00	250,294	25,029	202.20	5,757,886	28,476
Laval	485.17	18,731,564	38,608				485.17	18,731,564	38,608
McGill	259.62	9,093,000	35,024	11.88	237,000	19,949	271.50	9,330,000	34,365
Montréal	514.71	18,486,914	35,917	41.61	981,927	23,598	556.32	19,468,841	34,996
H.E.C.	29.54	1,174,097	39,746	2.19	86,616	39,551	31.73	1,260,713	39,733
Polytechnique	37.25	1,310,218	35,174	0.60	33,188	55,313	37.85	1,343,406	35,493
Sherbrooke	118.81	4,937,756	41,560	4.53	169,160	37,342	123.34	5,106,916	41,405
SOUS-TOTAL	1,647.80	59,518,707	36,120	71.14	1,766,559	24,832	1,718.94	61,285,266	35,653
UQAC	57.22	2,002,447	34,996	8.79	296,659	33,750	66.01	2,299,106	34,830
UQAH	19.90	705,796	35,467	1.00	31,323	31,323	20.90	737,119	35,269
UQAM	139.84	4,725,830	33,795	22.83	764,204	33,474	162.67	5,490,034	33,750
UQAR	23.00	692,808	30,122	5.62	151,529	26,962	28.62	844,337	29,502
UQAT	10.76	342,506	31,831	2.69	76,692	28,510	13.45	419,198	31,167
UQTR	73.01	2,588,407	35,453	6.67	233,196	34,962	79.68	2,821,603	35,412
ENAP	6.69	263,764	39,427				6.69	263,764	39,427
ETS	6.60	247,231	37,459	0.20	9,009	45,045	6.80	256,240	37,682
IAF	20.25	802,680	39,639	0.57	22,772	39,951	20.82	825,452	39,647
INRS	37.64	1,311,910	34,854				37.64	1,311,910	34,854
TELUQ	42.28	1,481,903	35,050	42.25	1,472,555	34,853	84.53	2,954,458	34,952
U.Q.-S.Soc	57.40	2,017,700	35,152	1.05	43,077	41,026	58.45	2,060,777	35,257
U.Q.:total	494.59	17,182,982	34,742	91.67	3,101,016	33,828	586.26	20,283,998	34,599
Totaux	2,142.39	76,701,689	35,802	162.81	4,867,575	29,897	2,305.20	81,569,264	35,385

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tableau 66

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL TECHNIQUE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	23.50	435,298	18,523	2.50	41,205	16,482	26.00	476,503	18,327
Concordia	116.60	2,496,991	21,415	29.20	618,622	21,186	145.80	3,115,613	21,369
Laval	501.35	13,733,866	27,394				501.35	13,733,866	27,394
McGill	354.86	8,119,000	22,879	43.95	875,000	19,909	398.81	8,994,000	22,552
Montréal	322.05	7,844,797	24,359	21.07	319,469	15,162	343.12	8,164,266	23,794
H.E.C.	45.08	1,082,975	24,023	2.11	50,192	23,788	47.19	1,133,167	24,013
Polytechnique	115.85	2,960,438	25,554	1.40	39,795	28,425	117.25	3,000,233	25,588
Sherbrooke	159.20	4,032,486	25,330	15.30	272,937	17,839	174.50	4,305,423	24,673
SOUS-TOTAL	1,638.49	40,705,851	24,844	115.53	2,217,220	19,192	1,754.02	42,923,071	24,471
UQAC	55.47	1,428,809	25,758				55.47	1,428,809	25,758
UQAH	20.30	443,441	21,844				20.30	443,441	21,844
UQAM	130.97	3,159,802	24,126	12.32	289,243	23,478	143.29	3,449,045	24,070
UQAR	30.49	754,513	24,746	1.72	29,272	17,019	32.21	783,785	24,334
UQAT	9.00	216,811	24,090	0.81	12,180	15,037	9.81	228,991	23,343
UQTR	78.74	2,046,127	25,986	5.20	141,716	27,253	83.94	2,187,843	26,064
ENAP	17.07	417,495	24,458				17.07	417,495	24,458
ETS	17.00	419,997	24,706	0.70	16,521	23,601	17.70	436,518	24,662
IAF	123.38	2,964,132	24,024	17.86	305,545	17,108	141.24	3,269,677	23,150
INRS	31.36	901,706	28,753	0.61	14,998	24,587	31.97	916,704	28,674
TELUQ	23.55	539,195	22,896	4.45	103,312	23,216	28.00	642,507	22,947
U.Q.-S.Soc	18.30	437,969	23,933				18.30	437,969	23,933
U.Q.:total	555.63	13,729,997	24,711	43.67	912,787	20,902	599.30	14,642,784	24,433
Totaux	2,194.12	54,435,848	24,810	159.20	3,130,007	19,661	2,353.32	57,565,855	24,462

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tableau 67

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE BUREAU

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC
Bishop's	37.00	576,025	15,568	7.50	97,780	13,037	44.50	673,805	15,142
Concordia	568.70	10,504,592	18,471	84.70	1,495,856	17,661	653.40	12,000,448	18,366
Laval	895.12	17,134,898	19,143	106.41	1,945,307	18,281	1,001.53	19,080,205	19,051
McGill	939.59	19,075,000	20,301	144.82	2,609,000	18,015	1,084.41	21,684,000	19,996
Montréal	1,011.49	19,286,184	19,067	39.49	735,114	18,615	1,050.98	20,021,298	19,050
H.E.C.	103.03	1,883,069	18,277	13.75	249,151	18,120	116.78	2,132,220	18,258
Polytechnique	96.05	1,760,523	18,329	0.06	990	16,500	96.11	1,761,513	18,328
Sherbrooke	327.38	6,118,016	18,688	31.43	508,375	16,175	358.81	6,626,391	18,468
SOUS-TOTAL	3,978.36	76,338,307	19,188	428.16	7,641,573	17,847	4,406.52	83,979,880	19,058
UQAC	122.74	2,295,602	18,703	22.26	405,151	18,201	145.00	2,700,753	18,626
UQAH	66.90	1,310,528	19,589	13.24	229,538	17,337	80.14	1,540,066	19,217
UQAM	417.25	8,120,530	19,462	71.72	1,311,292	18,283	488.97	9,431,823	19,289
UQAR	71.73	1,404,176	19,576	6.54	109,435	16,733	78.27	1,513,611	19,338
UQAT	30.15	569,158	18,844	9.98	160,409	16,073	40.13	728,567	18,155
UQTR	198.16	3,646,628	18,402	11.21	205,738	18,353	209.37	3,852,366	18,400
ENAP	35.05	646,429	18,443				35.05	646,429	18,443
ETS	28.00	519,328	18,547	1.20	19,812	16,510	29.20	539,140	18,464
IAF	58.73	1,120,394	19,077	6.44	119,912	18,620	65.17	1,240,306	19,032
INRS	42.05	845,363	20,104	1.00	18,034	18,034	43.05	863,397	20,056
TELUQ	78.13	1,430,466	18,309	19.02	325,779	17,128	97.15	1,756,245	18,078
U.Q.-S.Soc	60.30	1,148,059	19,039	3.00	49,342	16,447	63.30	1,197,401	18,916
U.Q.:total	1,209.19	23,055,667	19,067	165.61	2,954,442	17,840	1,374.80	26,010,109	18,919
Totaux	5,187.55	99,393,974	19,160	593.77	10,596,015	17,845	5,781.32	109,989,989	19,025

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL OUVRIER (OU DE METIERS)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	48.00	868,930	18,103	14.50	221,528	15,278	62.50	1,090,458	17,447
Concordia	186.60	4,352,012	23,323	11.40	246,857	21,654	198.00	4,598,869	23,227
Laval	428.36	8,742,574	20,409	12.45	233,256	18,735	440.81	8,975,830	20,362
McGill	452.98	10,342,000	22,831	28.08	546,000	19,444	481.06	10,888,000	22,633
Montréal	518.68	10,729,166	20,686	21.63	378,556	17,501	540.31	11,107,722	20,558
H.E.C.	31.03	621,059	20,015	0.14	2,704	19,314	31.17	623,763	20,012
Polytechnique	65.30	1,320,353	20,220	0.10	1,663	16,630	65.40	1,322,016	20,214
Sherbrooke	88.78	1,951,960	21,986	8.65	144,860	16,747	97.43	2,096,820	21,521
SOUS-TOTAL	1,819.73	38,928,054	21,392	96.95	1,775,424	18,313	1,916.68	40,703,478	21,236
UQAC	19.90	394,168	19,807	0.31	5,951	19,197	20.21	400,119	19,798
UQAH	5.00	108,163	21,633				5.00	108,163	21,633
UQAM	151.76	3,364,796	22,172	19.65	414,455	21,092	171.41	3,779,251	22,048
UQAR	26.52	545,128	20,555	3.97	67,865	17,094	30.49	612,993	20,105
UQAT	3.00	60,726	20,242	0.18	3,263	18,128	3.18	63,989	20,122
UQTR	34.86	793,899	22,774	7.76	168,583	21,725	42.62	962,482	22,583
ENAP	9.66	175,556	18,173				9.66	175,556	18,173
ETS	4.70	110,077	23,421	0.60	12,024	20,040	5.30	122,101	23,038
IAF	57.28	1,211,330	21,148	3.87	73,099	18,889	61.15	1,284,429	21,005
INRS	3.68	72,290	19,644				3.68	72,290	19,644
TELUQ									
U.Q.-S.Soc	4.80	104,823	21,838				4.80	104,823	21,838
U.Q.:total	321.16	6,940,956	21,612	36.34	745,240	20,507	357.50	7,686,196	21,500
Totaux	2,140.89	45,869,010	21,425	133.29	2,520,664	18,911	2,274.18	48,389,674	21,278

Section III: Données de base fournies par la section B des formulaires financiers, soit le nombre d'ETC et les masses salariales, auxquels nous avons ajouté les moyennes salariales, par catégorie de personnel

Données de base pour l'année 1983-84

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tableau 69

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE TOUTES LES CATEGORIES, sauf les chargés de cours

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	206.00	5,868,806	28,489	26.14	436,737	16,708	232.14	6,305,543	27,163
Concordia	1,855.30	57,929,567	31,224	258.70	4,715,139	18,226	2,114.00	62,644,706	29,633
Laval	3,599.34	123,496,093	34,311	395.21	10,362,391	26,220	3,994.55	133,858,484	33,510
McGill	3,308.29	102,823,637	31,081	656.86	10,075,525	15,339	3,965.15	112,899,162	28,473
Montréal	3,860.05	127,887,283	33,131	345.68	7,733,048	22,371	4,205.73	135,620,331	32,247
H.E.C.	363.84	12,064,923	33,160	68.25	1,258,457	18,439	432.09	13,323,380	30,835
Polytechnique	544.60	19,666,205	36,111	36.60	835,788	22,836	581.20	20,501,993	35,275
Sherbrooke	1,243.40	43,516,112	34,998	130.54	2,710,734	20,766	1,373.94	46,226,846	33,645
SOUS-TOTAL	14,980.82	493,252,626	32,926	1917.98	38,127,819	19,879	16,898.80	531,380,445	31,445
UQAC	456.04	15,521,710	34,036	76.97	1,695,851	22,033	533.01	17,217,561	32,303
UQAH	214.92	6,877,932	32,002	31.09	651,847	20,966	246.01	7,529,779	30,608
UQAM	1,746.83	59,488,599	34,055	269.79	4,892,631	18,135	2,016.62	64,381,230	31,925
UQAR	332.83	10,957,175	32,921	37.58	745,701	19,843	370.41	11,702,876	31,594
UQAT	116.30	3,564,404	30,648	27.26	587,157	21,539	143.56	4,151,561	28,919
UQTR	728.65	24,594,301	33,753	93.58	1,656,367	17,700	822.23	26,250,668	31,926
ENAP	145.06	4,882,165	33,656	7.03	243,077	34,577	152.09	5,125,242	33,699
ETS	104.53	3,520,518	33,679	15.50	404,453	26,094	120.03	3,924,971	32,700
IAF	357.07	9,738,926	27,275	50.75	967,289	19,060	407.82	10,706,215	26,252
INRS	243.02	8,529,161	35,097	7.10	134,720	18,975	250.12	8,663,881	34,639
TELUQ	177.10	5,220,452	29,477	86.95	2,637,492	30,333	264.05	7,857,944	29,759
U.Q.-S.Soc	169.10	5,693,584	33,670	3.18	77,560	24,390	172.28	5,771,144	33,499
U.Q.:total	4,791.45	158,588,927	33,098	706.78	14,694,145	20,790	5,498.23	173,283,072	31,516
Totaux	19,772.27	651,841,553	32,967	2624.76	52,821,964	20,124	22,397.03	704,663,517	31,462

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tableau 70

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE DIRECTION

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	12.00	474,810	39,568				12.00	474,810	39,568
Concordia	34.00	2,165,792	63,700				34.00	2,165,792	63,700
Laval	171.02	10,030,611	58,652				171.02	10,030,611	58,652
McGill	183.96	10,474,831	56,941				183.96	10,474,831	56,941
Montréal	188.16	10,802,084	57,409				188.16	10,802,084	57,409
H.E.C.	26.02	1,536,579	59,054				26.02	1,536,579	59,054
Polytechnique	28.50	1,806,971	63,402				28.50	1,806,971	63,402
Sherbrooke	104.96	5,776,747	55,038	0.58	37,329	64,360	105.54	5,814,076	55,089
SOUS-TOTAL	748.62	43,068,425	57,530	0.58	37,329	64,360	749.20	43,105,754	57,536
UQAC	20.22	1,074,746	53,153				20.22	1,074,746	53,153
UQAH	17.87	841,670	47,100				17.87	841,670	47,100
UQAM	101.01	5,008,356	49,583				101.01	5,008,356	49,583
UQAR	27.71	1,307,126	47,172				27.71	1,307,126	47,172
UQAT	7.00	310,640	44,377				7.00	310,640	44,377
UQTR	44.55	2,209,483	49,596				44.55	2,209,483	49,596
ENAP	13.55	715,442	52,800				13.55	715,442	52,800
ETS	8.33	468,957	56,297				8.33	468,957	56,297
IAF	34.85	1,824,750	52,360	0.50	24,965	49,930	35.35	1,849,715	52,326
INRS	18.69	1,059,805	56,704				18.69	1,059,805	56,704
TELUQ	18.00	909,035	50,502				18.00	909,035	50,502
U.Q.-S.Soc	31.50	1,965,185	62,387				31.50	1,965,185	62,387
U.Q.:total	343.28	17,695,195	51,547	0.50	24,965	49,930	343.78	17,720,160	51,545
Totaux	1,091.90	60,763,620	55,649	1.08	62,294	57,680	1,092.98	60,825,914	55,651

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tableau 71

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE GERANCE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	3.00	73,650	24,550				3.00	73,650	24,550
Concordia	70.00	2,479,918	35,427				70.00	2,479,918	35,427
Laval									
McGill									
Montréal	171.73	5,437,110	31,661				171.73	5,437,110	31,661
H.E.C.	14.00	427,738	30,553				14.00	427,738	30,553
Polytechnique	13.05	363,914	27,886				13.05	363,914	27,886
Sherbrooke	10.00	298,807	29,881				10.00	298,807	29,881
SOUS-TOTAL	281.78	9,081,137	32,228				281.78	9,081,137	32,228
UQAC									
UQAH									
UQAM									
UQAR									
UQAT									
UQTR									
ENAP									
ETS									
IAF	7.81	259,671	33,249				7.81	259,671	33,249
INRS									
TELUQ									
U.Q.-S.Soc									
U.Q.:total	7.81	259,671	33,249				7.81	259,671	33,249
Totaux	289.59	9,340,808	32,255				289.59	9,340,808	32,255

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tableau 72

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES ENSEIGNANTS REGULIERS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC
Bishop's	73.50	3,163,660	43,043				73.50	3,163,660	43,043
Concordia	681.80	29,647,707	43,484	20.80	394,096	18,947	702.60	30,041,803	42,758
Laval	1,209.51	56,473,984	46,692	79.40	3,725,247	46,917	1,288.91	60,199,231	46,706
McGill	1,103.04	44,895,192	40,701	14.66	556,645	37,970	1,117.70	45,451,837	40,666
Montréal	1,188.06	57,480,574	48,382	76.23	2,217,442	29,089	1,264.29	59,698,016	47,219
H.E.C.	124.43	5,711,903	45,905	22.56	435,995	19,326	146.99	6,147,898	41,825
Polytechnique	177.55	9,350,010	52,661	2.00	48,412	24,206	179.55	9,398,422	52,344
Sherbrooke	455.80	21,166,150	46,437	8.56	300,552	35,111	464.36	21,466,702	46,229
SOUS-TOTAL	5,013.69	227,889,180	45,453	224.21	7,678,389	34,246	5,237.90	235,567,569	44,974
UQAC	182.08	8,307,153	45,624				182.08	8,307,153	45,624
UQAH	80.20	3,323,891	41,445	2.15	88,995	41,393	82.35	3,412,886	41,444
UQAM	761.49	33,675,495	44,223	10.84	384,710	35,490	772.33	34,060,205	44,101
UQAR	151.91	6,058,495	39,882				151.91	6,058,495	39,882
UQAT	56.00	2,075,170	37,057	2.16	71,496	33,100	58.16	2,146,666	36,910
UQTR	300.35	13,281,221	44,219	1.40	61,900	44,214	301.75	13,343,121	44,219
ENAP	62.38	2,528,870	40,540	5.90	226,905	38,458	68.28	2,755,775	40,360
ETS	34.00	1,579,721	46,462	4.60	151,849	33,011	38.60	1,731,570	44,859
IAF	26.31	1,294,826	49,214	0.63	16,802	26,670	26.94	1,311,628	48,687
INRS	99.50	4,076,378	40,969	3.78	64,064	16,948	103.28	4,140,442	40,089
TELUQ	18.75	773,703	41,264	7.61	297,652	39,113	26.36	1,071,355	40,643
U.Q.-S.Soc									
U.Q.:total	1,772.97	76,974,923	43,416	39.07	1,364,373	34,921	1,812.04	78,339,296	43,233
Totaux	6,786.66	304,864,103	44,921	263.28	9,042,762	34,347	7,049.94	313,906,865	44,526

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES ENSEIGNANTS CHARGES DE COURS ET LES MASSES SALARIALES TOTALES POUR L'ENSEIGNEMENT

	ENS. REG. A TEMPS COMPLET			ENSEIGNEMENT PAR CHARGES DE COURS					MASSES SALARIALES ENS. REG.	MASSES SALARIALES TOTALES
	ETC	M.S.	M.S./ETC	N.de C.	M.S.	ETC(1)	ETC(2)	MS/NC		
Bishop's	73.50	3,163,660	43,043	287	525,995	12.22	71.75	1,833	3,163,660	3,689,655
Concordia	681.80	29,647,707	43,484	3,014	6,810,260	156.61	753.50	2,260	30,041,803	36,852,063
Laval	1,209.51	56,473,984	46,692	1,634	3,431,998	73.50	408.50	2,100	60,199,231	63,631,229
McGill	1,103.04	44,895,192	40,701	3,078	7,415,719	182.20	769.50	2,409	45,451,837	52,867,556
Montréal	1,188.06	57,480,574	48,382	3,184	7,231,027	149.46	796.00	2,271	59,698,016	66,929,043
H.E.C.	124.43	5,711,903	45,905	569	1,674,029	36.47	142.25	2,942	6,147,898	7,821,927
Polytechnique	177.55	9,350,010	52,661	479	1,441,810	27.38	119.75	3,010	9,398,422	10,840,232
Sherbrooke	455.80	21,166,150	46,437	2,211	4,558,208	98.16	552.75	2,062	21,466,702	26,024,910
SOUS-TOTAL	5,013.69	227,889,180	45,453	14,456	33,089,046	727.98	3,614.00	2,289	235,567,569	268,656,615
UQAC	182.08	8,307,153	45,624	963	2,292,068	50.24	240.75	2,380	8,307,153	10,599,221
UQAH	80.20	3,323,891	41,445	448	1,095,949	26.44	112.00	2,446	3,412,886	4,508,835
UQAM	761.49	33,875,495	44,223	3,614	10,054,593	227.36	903.50	2,782	34,060,205	44,114,798
UQAR	151.91	6,058,495	39,882	697	1,920,024	48.14	174.25	2,755	6,058,495	7,978,519
UQAT	56.00	2,075,170	37,057	223	600,441	16.20	55.75	2,693	2,146,666	2,747,107
UQTR	300.35	13,281,221	44,219	1,157	2,915,602	65.94	289.25	2,520	13,343,121	16,258,723
ENAP	62.38	2,528,870	40,540	33	118,629	2.93	8.25	3,595	2,755,775	2,874,404
ETS	34.00	1,579,721	46,462	163	442,927	9.53	40.75	2,717	1,731,570	2,174,497
IAF	26.31	1,294,826	49,214						1,311,628	1,311,628
INRS	99.50	4,076,378	40,969						4,140,442	4,140,442
TELUQ	18.75	773,703	41,264						1,071,355	1,071,355
U.Q.-S.Soc										
U.Q.:total	1,772.97	76,974,923	43,416	7,298	19,440,233	447.77	1,824.50	2,664	78,339,296	97,779,529
Totaux	6,786.66	304,864,103	44,921	21,754	52,529,279	1,169.37	5,438.50	2,415	313,906,865	366,436,144

NOTE: ETC(1) = le quotient de la masse salariale des chargés de cours divisée par le salaire moyen des enseignants à temps complet; ETC(2) = le quotient du nombre de cours divisé par 4 (la charge "normale" d'un enseignant à temps complet). N.de C.= nombre de cours (de 3 crédits ou 45 heures)

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tableau 74

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES AUXILIAIRES D'ENSEIGNEMENT ET DE RECHERCHE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's				2.89	33,978	11,757	2.89	33,978	11,757
Concordia	14.50	240,725	16,602	80.60	1,397,200	17,335	95.10	1,637,925	17,223
Laval				181.59	4,165,552	22,939	181.59	4,165,552	22,939
McGill	1.58	21,400	13,544	380.06	5,159,308	13,575	381.64	5,180,708	13,575
Montréal				118.76	2,655,800	22,363	118.76	2,655,800	22,363
H.E.C.				15.86	298,943	18,849	15.86	298,943	18,849
Polytechnique				19.95	450,335	22,573	19.95	450,335	22,573
Sherbrooke				46.39	1,007,116	21,710	46.39	1,007,116	21,710
SOUS-TOTAL	16.08	262,125	16,301	846.10	15,168,232	17,927	862.18	15,430,357	17,897
UQAC				20.00	511,608	25,580	20.00	511,608	25,580
UQAH				6.14	98,317	16,013	6.14	98,317	16,013
UQAM				103.74	1,602,442	15,447	103.74	1,602,442	15,447
UQAR				9.45	209,007	22,117	9.45	209,007	22,117
UQAT				4.70	108,584	23,103	4.70	108,584	23,103
UQTR				54.20	715,374	13,199	54.20	715,374	13,199
ENAP									
ETS				2.80	51,304	18,323	2.80	51,304	18,323
IAF				4.84	81,963	16,935	4.84	81,963	16,935
INRS									
TELUQ				2.77	40,465	14,608	2.77	40,465	14,608
U.Q.-S.Soc									
U.Q.:total				208.64	3,419,064	16,387	208.64	3,419,064	16,387
Totaux	16.08	262,125	16,301	1,054.74	18,587,296	17,623	1,070.82	18,849,421	17,603

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tableau 75

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES PROFESSIONNELS NON ENSEIGNANTS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	10.50	294,815	28,078				10.50	294,815	28,078
Concordia	196.40	5,889,808	29,989	9.00	271,042	30,116	205.40	6,160,850	29,994
Laval	476.11	18,880,735	39,656				476.11	18,880,735	39,656
McGill	274.26	9,743,276	35,526	10.60	253,548	23,920	284.86	9,996,824	35,094
Montréal	504.96	18,753,017	37,138	43.93	1,180,905	26,882	548.89	19,933,922	36,317
H.E.C.	31.93	1,031,205	32,296	1.12	35,361	31,572	33.05	1,066,566	32,271
Polytechnique	47.40	1,679,556	35,434	1.95	79,921	40,985	49.35	1,759,477	35,653
Sherbrooke	112.15	4,419,727	39,409	12.82	310,989	24,258	124.97	4,730,716	37,855
SOUS-TOTAL	1,653.71	60,692,139	36,701	79.42	2,131,766	26,842	1,733.13	62,823,905	36,249
UQAC	60.22	1,949,197	32,368	15.29	434,846	28,440	75.51	2,384,043	31,573
UQAH	22.20	751,955	33,872	1.07	33,515	31,322	23.27	785,470	33,755
UQAM	146.69	5,132,408	34,988	28.50	728,164	25,550	175.19	5,860,572	33,453
UQAR	23.71	791,713	33,392	7.82	209,653	26,810	31.53	1,001,366	31,759
UQAT	9.40	276,573	29,423	4.10	100,853	24,598	13.50	377,426	27,957
UQTR	76.10	2,610,894	34,309	7.05	245,127	34,770	83.15	2,856,021	34,348
ENAP	6.00	234,120	39,020	0.03	817	27,233	6.03	234,937	38,961
ETS	6.70	254,427	37,974	3.00	108,902	36,301	9.70	363,329	37,457
IAF	28.26	905,098	32,028	1.41	13,909	9,865	29.67	919,007	30,974
INRS	33.43	1,274,376	38,121	1.50	42,575	28,383	34.93	1,316,951	37,703
TELUQ	39.04	1,406,016	36,015	46.94	1,693,652	36,081	85.98	3,099,668	36,051
U.Q.-S.Soc	56.20	1,971,483	35,080	1.00	32,142	32,142	57.20	2,003,625	35,028
U.Q.:total	507.95	17,558,260	34,567	117.71	3,644,155	30,959	625.66	21,202,415	33,888
Totaux	2,161.66	78,250,399	36,199	197.13	5,775,921	29,300	2,358.79	84,026,320	35,623

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tableau 76

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL TECHNIQUE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	23.00	410,852	17,863	2.50	38,747	15,499	25.50	449,599	17,631
Concordia	115.50	2,523,642	21,850	32.20	692,184	21,496	147.70	3,215,826	21,773
Laval	480.96	13,030,663	27,093				480.96	13,030,663	27,093
McGill	345.57	7,994,688	23,135	50.64	932,124	18,407	396.21	8,926,812	22,531
Montréal	331.13	7,505,757	22,667	24.99	376,597	15,070	356.12	7,882,354	22,134
H.E.C.	39.05	880,821	22,556	2.62	57,222	21,840	41.67	938,043	22,511
Polytechnique	96.65	2,658,769	27,509	0.90	26,488	29,431	97.55	2,685,257	27,527
Sherbrooke	159.04	4,024,729	25,306	13.94	275,153	19,738	172.98	4,299,882	24,858
SOUS-TOTAL	1,590.90	39,029,921	24,533	127.79	2,398,515	18,769	1,718.69	41,428,436	24,105
UQAC	56.24	1,458,780	25,938	1.32	27,433	20,783	57.56	1,486,213	25,820
UQAH	23.65	513,689	21,720	3.95	78,910	19,977	27.60	592,599	21,471
UQAM	138.32	3,433,178	24,821	18.71	363,031	19,403	157.03	3,796,209	24,175
UQAR	30.45	779,968	25,615	3.08	53,995	17,531	33.53	833,963	24,872
UQAT	9.00	220,541	24,505	2.50	57,367	22,947	11.50	277,908	24,166
UQTR	78.25	2,001,086	25,573	9.20	240,425	26,133	87.45	2,241,511	25,632
ENAP	17.67	447,464	25,323	0.30	5,387	17,957	17.97	452,851	25,200
ETS	19.70	503,115	25,539	0.95	20,202	21,265	20.65	523,317	25,342
IAF	142.91	3,009,826	21,061	25.89	546,558	21,111	168.80	3,556,384	21,069
INRS	37.07	1,060,424	28,606	0.50	6,554	13,108	37.57	1,066,978	28,400
TELUQ	24.16	587,335	24,310	9.94	244,707	24,618	34.10	832,042	24,400
U.Q.-S.Soc	17.30	426,170	24,634	0.16	3,840	24,000	17.46	430,010	24,628
U.Q.:total	594.72	14,441,576	24,283	76.50	1,648,409	21,548	671.22	16,089,985	23,971
Totaux	2,185.62	53,471,497	24,465	204.29	4,046,924	19,810	2,389.91	57,518,421	24,067

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tableau 77

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE BUREAU

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC
Bishop's	38.00	651,893	17,155	6.25	104,425	16,708	44.25	756,318	17,092
Concordia	561.60	10,634,447	18,936	102.90	1,666,255	16,193	664.50	12,300,702	18,511
Laval	875.52	16,454,340	18,794	119.16	2,172,567	18,232	994.68	18,626,907	18,727
McGill	937.05	19,179,757	20,468	136.23	2,203,668	16,176	1,073.28	21,383,425	19,923
Montréal	984.81	17,942,734	18,219	57.13	870,664	15,240	1,041.94	18,813,398	18,056
H.E.C.	97.87	1,803,628	18,429	23.92	386,344	16,152	121.79	2,189,972	17,982
Polytechnique	107.45	2,032,979	18,920	10.60	203,801	19,227	118.05	2,236,780	18,948
Sherbrooke	318.30	5,956,369	18,713	34.48	570,897	16,557	352.78	6,527,266	18,502
SOUS-TOTAL	3,920.60	74,656,147	19,042	490.67	8,178,621	16,668	4,411.27	82,834,768	18,778
UQAC	117.35	2,258,881	19,249	33.74	606,847	17,986	151.09	2,865,728	18,967
UQAH	66.00	1,336,941	20,257	17.78	352,110	19,804	83.78	1,689,051	20,161
UQAM	449.88	8,757,309	19,466	84.64	1,366,933	16,150	534.52	10,124,242	18,941
UQAR	68.57	1,394,973	20,344	14.52	221,433	15,250	83.09	1,616,406	19,454
UQAT	31.90	615,594	19,298	13.80	248,857	18,033	45.70	864,451	18,916
UQTR	192.90	3,645,143	18,897	9.90	189,119	19,103	202.80	3,834,262	18,907
ENAP	36.46	746,738	20,481	0.38	5,700	15,000	36.84	752,438	20,424
ETS	29.20	579,636	19,851	2.85	47,131	16,537	32.05	626,767	19,556
IAF	62.54	1,240,491	19,835	9.01	144,684	16,058	71.55	1,385,175	19,360
INRS	49.99	966,691	19,338	1.32	21,527	16,308	51.31	988,218	19,260
TELUQ	77.15	1,544,363	20,018	19.69	361,016	18,335	96.84	1,905,379	19,676
U.Q.-S.Soc	59.40	1,220,521	20,547	2.02	41,578	20,583	61.42	1,262,099	20,549
U.Q.:total	1,241.34	24,307,281	19,581	209.65	3,606,935	17,205	1,450.99	27,914,216	19,238
Totaux	5,161.94	98,963,428	19,172	700.32	11,785,556	16,829	5,862.26	110,748,984	18,892

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tableau 78

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL OUVRIER (OU DE METIERS)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	46.00	799,126	17,372	14.50	259,587	17,903	60.50	1,058,713	17,499
Concordia	181.50	4,347,528	23,953	13.20	294,362	22,300	194.70	4,641,890	23,841
Laval	386.22	8,625,760	22,334	15.06	299,025	19,856	401.28	8,924,785	22,241
McGill	462.83	10,514,493	22,718	64.67	970,232	15,003	527.50	11,484,725	21,772
Montréal	491.20	9,966,007	20,289	24.64	431,640	17,518	515.84	10,397,647	20,157
H.E.C.	30.54	673,049	22,038	2.17	44,592	20,549	32.71	717,641	21,939
Polytechnique	74.00	1,774,006	23,973	1.20	26,831	22,359	75.20	1,800,837	23,947
Sherbrooke	83.15	1,873,583	22,533	13.77	208,698	15,156	96.92	2,082,281	21,485
SOUS-TOTAL	1,755.44	38,573,552	21,974	149.21	2,534,967	16,989	1,904.65	41,108,519	21,583
UQAC	19.93	472,953	23,731	6.62	115,117	17,389	26.55	588,070	22,150
UQAH	5.00	109,786	21,957				5.00	109,786	21,957
UQAM	149.44	3,481,853	23,299	23.36	447,351	19,150	172.80	3,929,204	22,738
UQAR	30.48	624,900	20,502	2.71	51,613	19,045	33.19	676,513	20,383
UQAT	3.00	65,886	21,962				3.00	65,886	21,962
UQTR	36.50	846,474	23,191	11.83	204,422	17,280	48.33	1,050,896	21,744
ENAP	9.00	209,531	23,281	0.42	4,268	10,162	9.42	213,799	22,696
ETS	6.60	134,662	20,403	1.30	25,065	19,281	7.90	159,727	20,219
IAF	54.39	1,204,264	22,141	8.47	138,408	16,341	62.86	1,342,672	21,360
INRS	4.34	91,487	21,080				4.34	91,487	21,080
TELUQ									
U.Q.-S.Soc	4.70	110,225	23,452				4.70	110,225	23,452
U.Q.:total	323.38	7,352,021	22,735	54.71	986,244	18,027	378.09	8,338,265	22,054
Totaux	2,078.82	45,925,573	22,092	203.92	3,521,211	17,268	2,282.74	49,446,784	21,661

Section III: Données de base fournies par la section 8 des formulaires financiers,
soit le nombre d'ETC et les masses salariales, auxquels nous avons ajouté
les moyennes salariales, par catégorie de personnel

Données de base pour l'année 1984-85

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tableau 79

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE TOUTES LES CATEGORIES,sauf les chargés de cours

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	220.00	6,774,672	30,794	34.00	574,601	16,900	254.00	7,349,273	28,934
Concordia	1,914.30	63,200,882	33,015	265.30	5,868,517	22,120	2,179.60	69,069,399	31,689
Laval	3,614.04	130,161,487	36,016	454.98	12,305,353	27,046	4,069.02	142,466,840	35,013
McGill	3,314.10	110,753,549	33,419	671.90	12,059,641	17,949	3,986.00	122,813,190	30,811
Montréal	3,793.46	134,082,682	35,346	392.35	9,642,126	24,575	4,185.81	143,724,808	34,336
H.E.C.	366.27	12,220,873	33,366	104.06	2,102,366	20,203	470.33	14,323,239	30,454
Polytechnique	559.59	20,695,729	36,984	56.60	1,337,748	23,635	616.19	22,033,477	35,758
Sherbrooke	1,264.58	45,129,104	35,687	148.86	3,150,871	21,167	1,413.44	48,279,975	34,158
SOUS-TOTAL	15,046.34	523,018,978	34,761	2,128.05	47,041,223	22,105	17,174.39	570,060,201	33,192
UQAC	469.60	16,333,924	34,783	110.91	2,034,814	18,347	580.51	18,368,738	31,642
UQAH	227.44	7,519,300	33,061	35.81	615,497	17,188	263.25	8,134,797	30,901
UQAM	1,845.81	64,316,296	34,844	279.18	5,270,130	18,877	2,124.99	69,586,426	32,747
UQAR	328.45	11,093,794	33,776	33.54	632,158	18,848	361.99	11,725,952	32,393
UQAT	129.95	3,972,724	30,571	19.50	419,907	21,534	149.45	4,392,631	29,392
UQTR	742.81	25,807,220	34,743	85.30	1,454,862	17,056	828.11	27,262,082	32,921
ENAP	156.00	5,758,987	36,917	11.58	359,952	31,084	167.58	6,118,939	36,514
ETS	112.69	3,724,411	33,050	12.24	321,198	26,242	124.93	4,045,609	32,383
IAF	366.37	10,747,874	29,336	51.56	984,110	19,087	417.93	11,731,984	28,072
INRS	237.02	8,581,048	36,204				237.02	8,581,048	36,204
TELUQ	190.85	5,454,621	28,581	103.75	2,505,483	24,149	294.60	7,960,104	27,020
U.Q.-S.Soc	187.29	6,144,161	32,806	0.32	10,365	57,154	187.61	6,154,526	32,806
U.Q.:total	4,994.28	169,454,360	33,930	743.69	14,608,476	19,643	5,737.97	184,062,836	32,078
Totaux	20,040.62	692,473,338	34,553	2,871.74	61,649,699	21,468	22,912.36	754,123,037	32,913

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tableau 80

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE DIRECTION

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	12.00	513,817	42,818				12.00	513,817	42,818
Concordia	85.00	5,123,428	60,276				85.00	5,123,428	60,276
Laval	206.21	11,705,458	56,765				206.21	11,705,458	56,765
McGill	186.67	11,281,756	60,437	1.04	60,440	58,115	187.71	11,342,196	60,424
Montréal	182.78	10,990,565	60,130				182.78	10,990,565	60,130
H.E.C.	26.27	1,571,869	59,835				26.27	1,571,869	59,835
Polytechnique	28.50	1,784,195	62,603				28.50	1,784,195	62,603
Sherbrooke	111.02	5,835,501	52,563	0.50	32,528	65,056	111.52	5,868,029	52,619
SOUS-TOTAL	838.45	48,806,589	58,210	1.54	92,968	60,369	839.99	48,899,557	58,214
UQAC	24.50	1,331,314	54,339				24.50	1,331,314	54,339
UQAH	18.93	937,190	49,508				18.93	937,190	49,508
UQAM	105.36	5,514,018	52,335				105.36	5,514,018	52,335
UQAR	25.92	1,270,291	49,008				25.92	1,270,291	49,008
UQAT	7.00	341,999	48,857				7.00	341,999	48,857
UQTR	48.91	2,511,748	51,354				48.91	2,511,748	51,354
ENAP	13.80	812,744	58,894				13.80	812,744	58,894
ETS	8.58	489,968	57,106				8.58	489,968	57,106
IAF	33.19	1,841,769	55,492				33.19	1,841,769	55,492
INRS	20.89	1,136,915	54,424				20.89	1,136,915	54,424
TELUQ	18.38	929,861	50,591				18.38	929,861	50,591
U.Q.-S.Soc	35.38	2,250,293	63,604				35.38	2,250,293	63,604
U.Q.:total	360.84	19,368,110	53,675				360.84	19,368,110	53,675
Totaux	1199.29	68,174,699	56,846	1.54	92,968	60,369	1200.83	68,267,667	56,850

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tableau 81

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE GERANCE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	3.00	80,200	26,733				3.00	80,200	26,733
Concordia	69.50	2,466,065	35,483				69.50	2,466,065	35,483
Laval	150.01	6,046,936	40,310				150.01	6,046,936	40,310
McGill									
Montréal	167.04	5,447,266	32,611	2.94	78,104	26,566	169.98	5,525,370	32,506
H.E.C.	12.71	427,295	33,619				12.71	427,295	33,619
Polytechnique	14.35	397,479	27,699				14.35	397,479	27,699
Sherbrooke	10.00	335,739	33,574				10.00	335,739	33,574
SOUS-TOTAL	426.61	15,200,980	35,632	2.94	78,104	26,566	429.55	15,279,084	35,570
UQAC									
UQAH									
UQAM									
UQAR									
UQAT									
UQTR									
ENAP									
ETS									
IAF	9.45	317,652	33,614				9.45	317,652	33,614
INRS									
TELUQ									
U.Q.-S.Soc									
U.Q.:total	9.45	317,652	33,614				9.45	317,652	33,614
Totaux	436.06	15,518,632	35,588	2.94	78,104	26,566	439.00	15,596,736	35,528

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tableau 82

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES ENSEIGNANTS REGULIERS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC
Bishop's	79.50	3,728,711	46,902				79.50	3,728,711	46,902
Concordia	677.80	31,360,719	46,268	26.70	1,100,089	41,202	704.50	32,460,808	46,076
Laval	1,198.82	60,597,901	50,548	89.93	4,465,606	49,656	1,288.75	65,063,507	50,486
McGill	1,072.55	48,707,322	45,413	21.43	892,559	41,650	1,093.98	49,599,881	45,339
Montréal	1,161.07	59,206,433	50,993	101.61	3,056,151	30,077	1,262.68	62,262,584	49,310
H.E.C.	126.14	5,779,818	45,821	32.84	749,894	22,835	158.98	6,529,712	41,073
Polytechnique	196.40	10,574,797	53,843	2.75	63,472	23,081	199.15	10,638,269	53,418
Sherbrooke	460.80	22,269,579	48,328	9.94	295,719	29,750	470.74	22,565,298	47,936
SOUS-TOTAL	4,973.08	242,225,280	48,707	285.20	10,623,490	37,249	5,258.28	252,848,770	48,086
UQAC	189.27	8,658,707	45,748	2.55	67,071	26,302	191.82	8,725,778	45,489
UQAH	82.90	3,530,081	42,582	1.65	70,234	42,566	84.55	3,600,315	42,582
UQAM	782.68	35,977,116	45,967	10.82	370,380	34,231	793.50	36,347,496	45,807
UQAR	143.41	6,035,519	42,086	0.61	21,699	35,572	144.02	6,057,218	42,058
UQAT	59.75	2,212,777	37,034	1.99	73,544	36,957	61.74	2,286,321	37,031
UQTR	298.18	13,814,816	46,330	0.47	20,591	43,811	298.65	13,835,407	46,326
ENAP	51.90	2,636,024	50,790	4.54	186,227	41,019	56.44	2,822,251	50,004
ETS	31.57	1,440,286	45,622	5.10	159,165	31,209	36.67	1,599,451	43,617
IAF	31.08	1,645,276	52,937	0.51	12,462	24,435	31.59	1,657,738	52,477
INRS	104.87	4,277,440	40,788				104.87	4,277,440	40,788
TELUQ	22.36	786,350	35,168	4.37	171,099	39,153	26.73	957,449	35,819
U.Q.-S.Soc									
U.Q.:total	1,797.97	81,014,392	45,059	32.61	1,152,472	35,341	1,830.58	82,166,864	44,886
Totaux	6,771.05	323,239,672	47,738	317.81	11,775,962	37,053	7,088.86	335,015,634	47,259

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES ENSEIGNANTS CHARGES DE COURS ET LES MASSES SALARIALES TOTALES POUR L'ENSEIGNEMENT

	ENS.REGULIERS à TEMPS COMPLET			ENSEIGNEMENT PAR CHARGES DE COURS					MASSES SALARIALES ENS. REG.	MASSES SALARIALES TOTALES
	E.T.C.	M.S.	M.S./ETC	N.de C.	M.S.	ETC(1)	ETC(2)	MS/NC		
Bishop's	79.50	3,728,711	46,902	226	504,111	10.75	56.50	2,231	3,728,711	4,232,822
Concordia	677.80	31,360,719	46,268	3,248	7,675,191	165.88	812.00	2,363	32,460,808	40,135,999
Laval	1,198.82	60,597,901	50,548	1,702	3,915,395	77.46	425.50	2,300	65,063,507	68,978,902
McGill	1,072.55	48,707,322	45,413	2,318	5,992,671	131.96	579.50	2,585	49,599,881	55,592,552
Montréal	1,161.07	59,206,433	50,993	3,131	8,193,447	160.68	782.75	2,617	62,262,534	70,456,031
H.E.C.	126.14	5,779,818	45,821	520	1,603,097	34.99	130.00	3,083	6,529,712	8,132,809
Polytechnique	196.40	10,574,797	53,843	541	1,720,716	31.96	135.25	3,181	10,638,269	12,358,985
Sherbrooke	460.80	22,269,579	48,328	2,310	5,466,302	113.11	577.50	2,366	22,565,298	28,031,600
SOUS-TOTAL	4,973.08	242,225,280	48,707	13,996	35,070,930	720.03	3,499.00	2,506	252,848,770	287,919,700
UQAC	189.27	8,658,707	45,748	1,141	3,001,662	65.61	285.25	2,631	8,725,778	11,727,440
UQAH	82.90	3,530,081	42,582	578	1,188,937	27.92	144.50	2,057	3,600,315	4,789,252
UQAM	782.68	35,977,116	45,967	3,670	10,449,367	227.33	917.50	2,847	36,347,496	46,796,863
UQAR	143.41	6,035,519	42,086	544	1,861,249	44.23	136.00	3,421	6,057,218	7,918,467
UQAT	59.75	2,212,777	37,034	346	884,326	23.88	86.50	2,556	2,286,321	3,170,647
UQTR	298.18	13,814,816	46,330	1,263	3,456,243	74.60	315.75	2,737	13,835,407	17,291,650
ENAP	51.90	2,636,024	50,790	31	110,036	2.17	7.75	3,550	2,822,251	2,932,287
ETS	31.57	1,440,286	45,622	185	521,035	11.42	46.25	2,816	1,599,451	2,120,486
IAF	31.08	1,645,276	52,937						1,657,738	1,657,738
INRS	104.87	4,277,440	40,788						4,277,440	4,277,440
TELUQ	22.36	786,350	35,168						957,449	957,449
U.Q.-S.Soc										
U.Q.:total	1,797.97	81,014,392	45,059	7,758	21,472,855	476.55	1,939.50	2,768	82,166,864	103,639,719
Totaux	6,771.05	323,239,672	47,738	21,754	56,543,785	1,184.45	5,438.50	2,599	335,015,634	391,559,419

NOTE: ETC(1) = le quotient de la masse salariale des chargés de cours divisée par le salaire moyen des enseignants à temps complet; ETC(2) = le quotient du nombre de cours divisé par 4 (la charge "normale" d'un enseignant à temps complet). N.de C.= nombre de cours (de 3 crédits, ou 45 heures)

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NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES AUXILIAIRES D'ENSEIGNEMENT ET DE RECHERCHE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's				2.00	57,447	28,724	2.00	57,447	28,724
Concordia	14.70	257,936	17,547	87.40	1,549,775	17,732	102.10	1,807,711	17,705
Laval				196.53	4,430,049	22,541	196.53	4,430,049	22,541
McGill	1.87	23,904	12,783	406.48	5,914,342	14,550	408.35	5,938,246	14,542
Montréal				129.35	3,024,578	23,383	129.35	3,024,578	23,383
H.E.C.				21.42	371,227	17,331	21.42	371,227	17,331
Polytechnique				21.10	505,675	23,966	21.10	505,675	23,966
Sherbrooke				57.54	1,172,235	20,373	57.54	1,172,235	20,373
SOUS-TOTAL	16.57	281,840	17,009	921.82	17,025,328	18,469	938.39	17,307,168	18,443
UQAC				31.84	479,573	15,062	31.84	479,573	15,062
UQAH				4.97	108,548	21,841	4.97	108,548	21,841
UQAM				109.00	1,858,346	17,049	109.00	1,858,346	17,049
UQAR	0.75	18,460	24,613	12.65	229,207	18,119	13.40	247,667	18,483
UQAT				4.15	69,698	16,795	4.15	69,698	16,795
UQTR				35.53	438,414	12,339	35.53	438,414	12,339
ENAP				0.81	29,511	36,433	0.81	29,511	36,433
ETS				3.03	55,156	18,203	3.03	55,156	18,203
IAF				1.61	41,256	25,625	1.61	41,256	25,625
INRS									
TELUQ				5.64	82,420	14,613	5.64	82,420	14,613
U.Q.-S.Soc									
U.Q.:total	0.75	18,460	24,613	209.23	3,392,129	16,212	209.98	3,410,589	16,242
Totaux	17.32	300,300	17,338	1,131.05	20,417,457	18,052	1,148.37	20,717,757	18,041

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tableau 85

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LES PROFESSIONNELS NON ENSEIGNANTS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	10.50	359,978	34,284				10.50	359,978	34,284
Concordia	196.90	6,173,048	31,351	11.10	330,755	29,798	208.00	6,503,803	31,268
Laval	315.01	12,634,492	40,108				315.01	12,634,492	40,108
McGill	283.50	10,936,555	38,577	10.17	225,361	22,159	293.67	11,161,916	38,008
Montréal	479.01	19,324,004	40,342	46.21	1,429,129	30,927	525.22	20,753,133	39,513
H.E.C.	26.26	946,751	36,053	6.73	247,778	36,817	32.99	1,194,529	36,209
Polytechnique	45.10	1,509,742	33,475	8.90	294,089	33,044	54.00	1,803,831	33,404
Sherbrooke	112.03	4,614,020	41,186	16.79	505,871	30,129	128.82	5,119,891	39,745
SOUS-TOTAL	1,468.31	56,498,590	38,479	99.90	3,032,983	30,360	1,568.21	59,531,573	37,961
UQAC	63.28	2,171,678	34,319	20.82	549,694	26,402	84.10	2,721,372	32,359
UQAH	27.31	910,994	33,358	1.28	40,729	31,820	28.59	951,723	33,289
UQAM	155.21	5,459,149	35,173	32.86	826,989	25,167	188.07	6,286,138	33,424
UQAR	25.71	863,435	33,584	7.00	154,129	22,018	32.71	1,017,564	31,109
UQAT	12.00	361,673	30,139	3.60	94,161	26,156	15.60	455,834	29,220
UQTR	75.82	2,684,977	35,413	7.50	262,957	35,061	83.32	2,947,934	35,381
ENAP	20.98	730,843	34,835	2.78	82,801	29,785	23.76	813,644	34,244
ETS	10.12	400,017	39,527	0.75	24,312	32,416	10.87	424,329	39,037
IAF	29.69	1,014,212	34,160	1.55	41,190	26,574	31.24	1,055,402	33,784
INRS	29.57	1,212,486	41,004				29.57	1,212,486	41,004
TELUQ	43.75	1,494,724	34,165	65.29	1,696,886	25,990	109.04	3,191,610	29,270
U.Q.-S.Soc	57.30	1,997,416	34,859	0.27	9,350	34,630	57.57	2,006,766	34,858
U.Q.:total	550.74	19,301,604	35,047	143.70	3,783,198	26,327	694.44	23,084,802	33,242
Totaux	2,019.05	75,800,194	37,543	243.60	6,816,181	27,981	2,262.65	82,616,375	36,513

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tableau 86

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL TECHNIQUE

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	24.00	498,166	20,757	6.00	94,021	15,670	30.00	592,187	19,740
Concordia	113.20	2,470,506	21,824	32.50	707,373	21,765	145.70	3,177,879	21,811
Laval	455.69	12,921,382	28,356				455.69	12,921,382	28,356
McGill	353.12	8,839,442	25,032	46.82	1,084,229	23,157	399.94	9,923,671	24,813
Montréal	321.88	8,206,095	25,494	32.23	539,876	16,751	354.11	8,745,971	24,698
H.E.C.	37.30	861,431	23,095	7.18	158,140	22,025	44.48	1,019,571	22,922
Polytechnique	96.85	2,627,716	27,132	2.40	62,562	26,068	99.25	2,690,278	27,106
Sherbrooke	154.24	4,005,899	25,972	12.41	241,621	19,470	166.65	4,247,520	25,488
SOUS-TOTAL	1,556.28	40,430,637	25,979	139.54	2,887,822	20,695	1,695.82	43,318,459	25,544
UQAC	58.99	1,563,415	26,503	12.52	256,661	20,500	71.51	1,820,076	25,452
UQAH	26.06	584,697	22,437	1.74	31,637	18,182	27.80	616,334	22,170
UQAM	150.62	3,779,313	25,092	27.94	546,159	19,548	178.56	4,325,472	24,224
UQAR	29.52	753,089	25,511	3.57	62,281	17,446	33.09	815,370	24,641
UQAT	10.00	250,223	25,022	0.66	13,180	19,970	10.66	263,403	24,709
UQTR	84.60	2,163,517	25,573	8.56	227,896	26,623	93.16	2,391,413	25,670
ENAP	17.88	463,519	25,924	0.92	19,128	20,791	18.80	482,647	25,673
ETS	22.28	572,504	25,696	2.62	65,552	25,020	24.90	638,056	25,625
IAF	146.98	3,354,616	22,824	29.18	536,022	18,369	176.16	3,890,638	22,086
INRS	29.62	901,699	30,442				29.62	901,699	30,442
TELUQ	26.23	692,448	26,399	9.85	210,554	21,376	36.08	903,002	25,028
U.Q.-S.Soc	20.50	459,352	22,407				20.50	459,352	22,407
U.Q.:total	623.28	15,538,392	24,930	97.58	1,969,070	20,183	720.84	17,507,462	24,288
Totaux	2,179.56	55,969,029	25,679	237.10	4,856,892	20,485	2,416.66	60,825,921	25,169

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tableau 87

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL DE BUREAU

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC	ETC	M.S.	M.S/ETC
Bishop's	39.00	667,286	17,110	7.00	106,752	15,250	46.00	774,038	16,827
Concordia	571.60	10,863,793	19,006	90.40	1,802,457	19,939	662.00	12,666,250	19,133
Laval	894.16	17,433,147	19,497	145.87	2,937,437	20,137	1,040.03	20,370,584	19,587
McGill	931.42	20,070,688	21,548	141.19	2,978,453	21,095	1,072.61	23,049,141	21,489
Montréal	996.14	20,005,761	20,083	58.71	1,080,579	18,405	1,054.85	21,086,340	19,990
H.E.C.	105.20	1,886,973	17,937	34.40	542,351	15,766	139.60	2,429,324	17,402
Polytechnique	107.99	2,084,526	19,303	20.70	391,844	18,930	128.69	2,476,370	19,243
Sherbrooke	320.67	6,070,939	18,932	37.21	674,564	18,129	357.88	6,745,503	18,849
SOUS-TOTAL	3,966.18	79,083,113	19,939	535.48	10,514,437	19,636	4,501.66	89,597,550	19,903
UQAC	113.11	2,095,705	18,528	37.48	569,393	15,192	150.59	2,665,098	17,698
UQAH	66.64	1,428,124	21,430	26.17	364,349	13,922	92.81	1,792,473	19,313
UQAM	493.75	9,773,854	19,795	80.67	1,292,687	16,024	574.42	11,066,541	19,266
UQAR	73.72	1,494,488	20,272	7.67	126,825	16,535	81.39	1,621,313	19,920
UQAT	38.20	737,045	19,294	9.10	169,324	18,607	47.30	906,369	19,162
UQTR	197.60	3,744,105	18,948	13.37	255,670	19,123	210.97	3,999,775	18,959
ENAP	41.44	860,630	20,768	2.22	37,871	17,059	43.66	898,501	20,580
ETS	31.83	637,229	20,020	0.74	17,013	22,991	32.57	654,242	20,087
IAF	66.21	1,325,682	20,022	11.27	204,948	18,185	77.48	1,530,630	19,755
INRS	47.59	956,743	20,104				47.59	956,743	20,104
TELUQ	80.13	1,551,238	19,359	18.60	344,524	18,523	98.73	1,895,762	19,201
U.Q.-S.Soc	69.11	1,324,476	19,165				69.11	1,324,476	19,165
U.Q.:total	1,319.33	25,929,319	19,653	207.29	3,382,604	16,318	1,526.62	29,311,923	19,201
Totaux	5,285.51	105,012,432	19,868	742.77	13,897,041	18,710	6,028.28	118,909,473	19,725

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tableau 88

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

LE PERSONNEL OUVRIER (OU DE METIERS)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC	ETC	M.S.	M.S./ETC
Bishop's	52.00	926,514	17,818	19.00	316,381	16,652	71.00	1,242,895	17,506
Concordia	185.60	4,485,387	24,167	17.20	378,068	21,981	202.80	4,863,455	23,982
Laval	394.14	8,822,171	22,383	22.65	472,261	20,850	416.79	9,294,432	22,300
McGill	484.97	10,893,882	22,463	44.77	904,257	20,198	529.74	11,798,139	22,272
Montréal	485.54	10,902,558	22,455	21.30	433,709	20,362	506.84	11,336,267	22,367
H.E.C.	32.39	746,736	23,055	1.49	32,976	22,132	33.88	779,712	23,014
Polytechnique	70.40	1,717,274	24,393	0.75	20,106	26,808	71.15	1,737,380	24,419
Sherbrooke	95.82	1,997,427	20,846	14.47	228,333	15,780	110.29	2,225,760	20,181
SOUS-TOTAL	1,800.86	40,491,949	22,485	141.63	2,786,091	19,672	1,942.49	43,278,040	22,280
UQAC	20.45	513,105	25,091	5.70	112,422	19,723	26.15	625,527	23,921
UQAH	5.60	128,214	22,895				5.60	128,214	22,895
UQAM	158.19	3,812,846	24,103	17.89	375,569	20,993	176.08	4,188,415	23,787
UQAR	29.42	658,512	22,383	2.04	38,017	18,636	31.46	696,529	22,140
UQAT	3.00	69,007	23,002				3.00	69,007	23,002
UQTR	37.70	888,057	23,556	19.87	249,334	12,548	57.57	1,137,391	19,757
ENAP	10.00	255,227	25,523	0.31	4,414	14,239	10.31	259,641	25,183
ETS	8.31	184,407	22,191				8.31	184,407	22,191
IAF	49.77	1,248,667	25,089	7.44	148,232	19,924	57.21	1,396,899	24,417
INRS	4.48	95,765	21,376				4.48	95,765	21,376
TELUQ									
U.Q.-S.Soc	5.00	112,624	22,525	0.05	1,015	22,525	5.05	113,639	22,525
U.Q.:total	331.92	7,966,431	24,001	53.30	929,003	17,431	385.22	8,895,434	23,092
Totaux	2,132.78	48,458,380	22,721	194.93	3,715,094	19,059	2,327.71	52,173,474	22,414

Deuxième partie: fonds sans restrictions et fonds avec restrictions

TOUS LES ETABLISSEMENTS : année 1984-85 tableau 89

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	1199.29	68,174,699	56,846	1.54	92,968	60,369	1200.83	68,267,667	56,850
Gérance	436.06	15,518,632	35,588	2.94	78,104	26,566	439.00	15,596,736	35,528
Professeurs	6,771.05	323,239,672	47,738	317.81	11,775,962	37,053	7,088.86	335,015,634	47,259
Auxiliaires	17.32	300,300	17,338	1,131.05	20,417,457	18,052	1,148.37	20,717,757	18,041
Prof.non ens.	2,019.05	75,800,194	37,543	243.60	6,816,181	27,981	2,262.65	82,616,375	36,513
Techniciens	2,179.56	55,969,029	25,679	237.10	4,856,892	20,485	2,416.66	60,825,921	25,169
Bureau	5,285.51	105,012,432	19,868	742.77	13,897,041	18,710	6,028.28	118,909,473	19,725
Métiers	2,132.78	48,458,380	22,721	194.93	3,715,094	19,059	2,327.71	52,173,474	22,414
TOTAL	20,040.62	692,473,338	34,553	2,871.74	61,649,699	21,468	22,912.36	754,123,037	32,913

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	16.08	871,602	54,204				16.08	871,602	54,204
Gérance	4.12	120,664	29,287	1.36	47,981	35,280	5.48	168,645	30,775
Chercheurs	1,139.07	33,917,415	29,776	749.91	16,639,136	22,188	1,888.98	50,556,551	26,764
Auxiliaires	195.20	2,610,724	13,375	1,337.75	19,036,163	14,230	1,532.95	21,646,887	14,121
Prof.non ens.	124.16	4,297,360	34,611	213.05	5,951,638	27,935	337.21	10,248,998	30,394
Techniciens	576.67	13,045,417	,622	358.06	7,225,518	20,180	934.73	20,270,935	21,686
Bureau	103.04	2,078,258	,169	213.23	4,045,504	18,972	316.27	6,123,762	19,362
Métiers	9.22	209,398	22,711	24.94	506,565	20,311	34.16	715,963	20,959
TOTAL	2,167.56	57,150,838	26,366	2,898.30	53,452,505	18,443	5,065.86	110,603,343	21,833

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	22,208.18	749,624,176	33,754	5,770.04	115,102,204	19,948	27,978.22	864,726,380	30,907

UNIVERSITE BISHOP'S: année 1984-85 tableau 90

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	12.00	513,817	42,818				12.00	513,817	42,818
Gérance	3.00	80,200	26,733				3.00	80,200	26,733
Professeurs	79.50	3,728,711	46,902				79.50	3,728,711	46,902
Auxiliaires				2.00	57,447	28,724	2.00	57,447	28,724
Prof.non ens.	10.50	359,978	34,284				10.50	359,978	34,284
Techniciens	24.00	498,166	20,757	6.00	94,021	15,670	30.00	592,187	19,740
Bureau	39.00	667,286	17,110	7.00	106,752	15,250	46.00	774,038	16,827
Métiers	52.00	926,514	17,818	19.00	316,381	16,652	71.00	1,242,895	17,506
TOTAL	220.00	6,774,672	30,794	34.00	574,601	16,900	254.00	7,349,273	28,934

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs									
Auxiliaires				1.00	26,000	26,000	1.00	26,000	26,000
Prof.non ens.									
Techniciens				2.00	41,130	20,565	2.00	41,130	20,565
Bureau									
Métiers									
TOTAL				3.00	67,130	22,377	3.00	67,130	22,377

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	220.00	6,774,672	30,794	37.00	641,731	17,344	257.00	7,416,403	28,858

UNIVERSITE CONCORDIA : année 1984-85 tableau 91

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	85.00	5,123,428	60,276				85.00	5,123,428	60,276
Gérance	69.50	2,466,065	35,483				69.50	2,466,065	35,483
Professeurs	677.80	31,360,719	46,268	26.70	1,100,089	41,202	704.50	32,460,808	46,076
Auxiliaires	14.70	257,936	17,547	87.40	1,549,775	17,732	102.10	1,807,711	17,705
Prof.non ens.	196.90	6,173,048	31,351	11.10	330,755	29,798	208.00	6,503,803	31,268
Techniciens	113.20	2,470,506	21,824	32.50	707,373	21,765	145.70	3,177,879	21,811
Bureau	571.60	10,863,793	19,006	90.40	1,802,457	19,939	662.00	12,666,250	19,133
Métiers	185.60	4,485,387	24,167	17.20	378,068	21,981	202.80	4,863,455	23,982
TOTAL	1914.30	63,200,882	33,015	265.30	5,868,517	22,120	2,179.60	69,069,399	31,689

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs				21.70	1,014,692	46,760	21.70	1,014,692	46,760
Auxiliaires				1.00	26,000	26,000	1.00	26,000	26,000
Prof.non ens.				11.40	355,873	31,217	11.40	355,873	31,217
Techniciens				125.30	2,715,939	21,675	125.30	2,715,939	21,675
Bureau				32.70	615,793	18,832	32.70	615,793	18,832
Métiers									
TOTAL				192.10	4,728,297	24,614	192.10	4,728,297	24,614

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	1,914.30	63,200,882	33,015	457.40	10,596,814	23,167	2,371.70	73,797,696	31,116

UNIVERSITE LAVAL : année 1984-85 tableau 92

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	206.21	11,705,458	56,765				206.21	11,705,458	56,765
Gérance	150.01	6,046,936	40,310				150.01	6,046,936	40,310
Professeurs	1,198.82	60,597,901	50,548	89.93	4,465,606	49,656	1,288.75	65,063,507	50,486
Auxiliaires				196.53	4,430,049	22,541	196.53	4,430,049	22,541
Prof.non ens.	315.01	12,634,492	40,108				315.01	12,634,492	40,108
Techniciens	455.69	12,921,382	28,356				455.69	12,921,382	28,356
Bureau	894.16	17,433,147	19,497	145.87	2,937,437	20,137	1,040.03	20,370,584	19,587
Métiers	394.14	8,822,171	22,383	22.65	472,261	20,850	416.79	9,294,432	22,300
TOTAL	3614.04	130,161,487	36,016	454.98	12,305,353	27,046	4,069.02	142,466,840	35,013

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance	2.15	82,836	38,528				2.15	82,836	38,528
Chercheurs	16.88	850,475	50,384	172.14	8,652,403	50,264	189.02	9,502,878	50,274
Auxiliaires				336.58	6,766,944	20,105	336.58	6,766,944	20,105
Prof.non ens.	8.84	358,074	40,506				8.84	358,074	40,506
Techniciens	42.73	1,212,027	28,365				42.73	1,212,027	28,365
Bureau	34.97	702,497	20,089	42.38	860,430	20,303	77.35	1,562,927	20,206
Métiers	4.04	102,393	25,345	4.24	89,240	21,047	8.28	191,633	23,144
TOTAL	109.61	3,308,302	30,182	555.34	16,369,017	29,476	664.95	19,677,319	29,592

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	3,723.65	133,469,789	35,844	1,010.32	28,674,370	28,381	4,733.97	162,144,159	34,251

UNIVERSITE McGILL : année 1984-85 tableau 93

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction Gérance	186.67	11,281,756	60,437	1.04	60,440	58,115	187.71	11,342,196	60,424
Professeurs	1,072.55	48,707,322	45,413	21.43	892,559	41,650	1,093.98	49,599,881	45,339
Auxiliaires	1.87	23,904	12,783	406.48	5,914,342	14,550	408.35	5,938,246	14,542
Prof.non ens.	283.50	10,936,555	38,577	10.17	225,361	22,159	293.67	11,161,916	38,008
Techniciens	353.12	8,839,442	25,032	46.82	1,084,229	23,157	399.94	9,923,671	24,813
Bureau	931.42	20,070,688	21,548	141.19	2,978,453	21,095	1,072.61	23,049,141	21,489
Métiers	484.97	10,893,882	22,463	44.77	904,257	20,198	529.74	11,798,139	22,272
TOTAL	3,314.10	110,753,549	33,419	671.90	12,059,641	17,949	3,986.00	122,813,190	30,811

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction Gérance	6.36	318,528	50,083				6.36	318,528	50,083
Chercheurs	716.20	17,648,742	24,642	301.99	3,199,667	10,595	1,018.19	20,848,409	20,476
Auxiliaires	195.20	2,610,724	13,375	530.59	3,733,588	7,037	725.79	6,344,312	8,741
Prof.non ens.	6.11	215,139	35,211				6.11	215,139	35,211
Techniciens	235.76	4,602,427	19,522	110.10	2,141,236	19,448	345.86	6,743,663	19,498
Bureau	16.70	337,591	20,215	61.57	1,236,314	20,080	78.27	1,573,905	20,109
Métiers				16.68	335,971	20,142	16.68	335,971	20,142
TOTAL	1,176.33	25,733,151	21,876	1,020.93	10,646,776	10,429	2,197.26	36,379,927	16,557

FONDS AVEC E" SANS RESTRICTIONS

GRAND TOTAL	4,490.43	136,486,700	30,395	1,692.83	22,706,417	13,413	6,183.26	159,193,117	25,746

UNIVERSITE de MONTREAL : année 1984-85 tableau 94

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	182.78	10,990,565	60,130				182.78	10,990,565	60,130
Gérance	167.04	5,447,266	32,611	2.94	78,104	26,566	169.98	5,525,370	32,506
Professeurs	1,161.07	59,206,433	50,993	101.61	3,056,151	30,077	1,262.68	62,262,584	49,310
Auxiliaires				129.35	3,024,578	23,383	129.35	3,024,578	23,383
Prof.non ens.	479.01	19,324,004	40,342	46.21	1,429,129	30,927	525.22	20,753,133	39,513
Techniciens	321.88	8,206,095	25,494	32.23	539,876	16,751	354.11	8,745,971	24,698
Bureau	996.14	20,005,761	20,083	58.71	1,080,579	18,405	1,054.85	21,086,340	19,990
Métiers	485.54	10,902,558	22,455	21.30	433,709	20,362	506.84	11,336,267	22,367
TOTAL	3793.46	134,082,682	35,346	392.35	9,642,126	24,575	4,185.81	143,724,808	34,336

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	4.86	270,426	55,643				4.86	270,426	55,643
Gérance	3.82	112,858	29,544	1.36	47,981	35,280	5.18	160,839	31,050
Chercheurs	182.25	6,930,500	38,027	17.00	330,852	19,462	199.25	7,261,352	36,443
Auxiliaires				122.35	1,652,814	13,509	122.35	1,652,814	13,509
Prof.non ens.	86.47	2,753,642	31,845	73.90	1,860,765	25,179	160.37	4,614,407	28,774
Techniciens	114.00	2,647,742	23,226	49.53	747,440	15,091	163.53	3,395,182	20,762
Bureau	28.82	580,375	20,138	23.35	387,814	16,609	52.17	968,189	18,558
Métiers	5.07	102,761	20,268	2.47	48,258	19,538	7.54	151,019	20,029
TOTAL	425.29	13,398,304	31,504	289.96	5,075,924	17,506	715.25	18,474,228	25,829

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	4,218.75	147,480,986	34,958	682.31	14,718,050	21,571	4,901.06	162,199,036	33,095

ECOLE DES HAUTES ETUDES COMMERCIALES : année 1984-85 tableau 95

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	26.27	1,571,869	59,835				26.27	1,571,869	59,835
Gérance	12.71	427,295	33,619				12.71	427,295	33,619
Professeurs	126.14	5,779,818	45,821	32.84	749,894	22,835	158.98	6,529,712	41,073
Auxiliaires				21.42	371,227	17,331	21.42	371,227	17,331
Prof.non ens.	26.26	946,751	36,053	6.73	247,778	36,817	32.99	1,194,529	36,209
Techniciens	37.30	861,431	23,095	7.18	158,140	22,025	44.48	1,019,571	22,922
Bureau	105.20	1,886,973	17,937	34.40	542,351	15,766	139.60	2,429,324	17,402
Métiers	32.39	746,736	23,055	1.49	32,976	22,132	33.88	779,712	23,014
TOTAL	366.27	12,220,873	33,366	104.06	2,102,366	20,203	470.33	14,323,239	30,454

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	0.50	30,756	61,512				0.50	30,756	61,512
Gérance									
Chercheurs	1.21	56,732	46,886	6.70	192,198	28,686	7.91	248,930	31,470
Auxiliaires				22.28	432,952	19,432	22.28	432,952	19,432
Prof.non ens.		68,025	ERR	1.98	83,731	42,288	1.98	151,756	76,644
Techniciens									
Bureau	1.82	46,026	25,289	4.39	66,339	15,111	6.21	112,365	18,094
Métiers									
TOTAL	3.53	201,539	57,093	35.35	775,220	21,930	38.88	976,759	25,122

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	369.80	12,422,412	33,592	139.41	2,877,586	20,641	509.21	15,299,998	30,047

ECOLE POLYTECHNIQUE : année 1984-85 tableau 96

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	28.50	1,784,195	62,603				28.50	1,784,195	62,603
Gérance	14.35	397,479	27,699				14.35	397,479	27,699
Professeurs	196.40	10,574,797	53,843	2.75	63,472	23,081	199.15	10,638,269	53,418
Auxiliaires				21.10	505,675	23,966	21.10	505,675	23,966
Prof.non ens.	45.10	1,509,742	33,475	8.90	294,089	33,044	54.00	1,803,831	33,404
Techniciens	96.85	2,627,716	27,132	2.40	62,562	26,068	99.25	2,690,278	27,106
Bureau	107.99	2,084,526	19,303	20.70	391,844	18,930	128.69	2,476,370	19,243
Métiers	70.40	1,717,274	24,393	0.75	20,106	26,808	71.15	1,737,380	24,419
TOTAL	559.59	20,695,729	36,984	56.60	1,337,748	23,635	616.19	22,033,477	35,758

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	3.00	190,623	63,541				3.00	190,623	63,541
Gérance	0.30	7,806	26,020				0.30	7,806	26,020
Chercheurs	72.60	2,432,663	33,508	36.00	979,784	27,216	108.60	3,412,447	31,422
Auxiliaires				22.60	543,188	24,035	22.60	543,188	24,035
Prof.non ens.	1.30	52,345	40,265	6.80	219,007	32,207	8.10	271,352	33,500
Techniciens	23.60	646,644	27,400	2.30	61,358	26,677	25.90	708,002	27,336
Bureau	3.40	62,007	18,237	7.70	144,368	18,749	11.10	206,375	18,592
Métiers					600			600	
TOTAL	104.20	3,392,088	32,554	75.40	1,948,305	25,840	179.60	5,340,393	29,735

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	663.79	24,087,817	36,288	132.00	3,286,053	24,894	795.79	27,373,870	34,398

UNIVERSITE DE SHERBROOKE : année 1984-85 tableau 97

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	111.02	5,835,501	52,563	0.50	32,528	65,056	111.52	5,868,029	52,619
Gérance	10.00	335,739	33,574				10.00	335,739	33,574
Professeurs	460.80	22,269,579	48,328	9.94	295,719	29,750	470.74	22,565,298	47,936
Auxiliaires				57.54	1,172,235	20,373	57.54	1,172,235	20,373
Prof.non ens.	112.03	4,614,020	41,186	16.79	505,871	30,129	128.82	5,119,891	39,745
Techniciens	154.24	4,005,899	25,972	12.41	241,621	19,470	166.65	4,247,520	25,488
Bureau	320.67	6,070,939	18,932	37.21	674,564	18,129	357.88	6,745,503	18,849
Métiers	95.82	1,997,427	20,846	14.47	228,333	15,780	110.29	2,225,760	20,181
TOTAL	1,264.58	45,129,104	35,687	148.86	3,150,871	21,167	1,413.44	48,279,975	34,158

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	1.00	40,036	40,036				1.00	40,036	40,036
Gérance									
Chercheurs	97.35	3,855,265	39,602	22.31	836,687	37,503	119.66	4,691,952	39,211
Auxiliaires				140.23	3,146,269	22,436	140.23	3,146,269	22,436
Prof.non ens.				4.71	235,832	50,070	4.71	235,832	50,070
Techniciens	97.12	2,274,741	23,422	28.84	668,269	23,172	125.96	2,943,010	23,365
Bureau	8.29	168,961	20,381	15.14	257,210	16,989	23.43	426,171	18,189
Métiers	0.11	4,244	38,582	1.55	32,430	20,923	1.66	36,674	22,093
TOTAL	203.87	6,343,247	31,114	212.78	5,176,697	24,329	416.65	11,519,944	27,649

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	1,468.45	51,472,351	35,052	361.64	8,327,568	23,027	1,830.09	59,799,919	32,676

UNIVERSITE DU QUEBEC A CHICOUTIMI : année 1984-85 tableau 98

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	24.50	1,331,314	54,339				24.50	1,331,314	54,339
Gérance									
Professeurs	189.27	8,658,707	45,748	2.55	67,071	26,302	191.82	8,725,778	45,489
Auxiliaires				31.84	479,573	15,062	31.84	479,573	15,062
Prof.non ens.	63.28	2,171,678	34,319	20.82	549,694	26,402	84.10	2,721,372	32,359
Techniciens	58.99	1,563,415	26,503	12.52	256,661	20,500	71.51	1,820,076	25,452
Bureau	113.11	2,095,705	18,528	37.48	569,393	15,192	150.59	2,665,098	17,698
Métiers	20.45	513,105	25,091	5.70	112,422	19,723	26.15	625,527	23,921
TOTAL	469.60	16,333,924	34,783	110.91	2,034,814	18,347	580.51	18,368,738	31,642

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs									
Auxiliaires				54.29	1,146,739	21,122	54.29	1,146,739	21,122
Prof.non ens.				13.96	390,015	27,938	13.96	390,015	27,938
Techniciens				5.39	110,371	20,477	5.39	110,371	20,477
Bureau				6.73	104,726	15,561	6.73	104,726	15,561
Métiers									
TOTAL				80.37	1,751,851	21,797	80.37	1,751,851	21,797

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	469.60	16,333,924	34,783	191.28	3,786,665	19,796	660.88	20,120,589	30,445

UNIVERSITE DU QUEBEC A HULL : année 1984-85 tableau 99

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	18.93	937,190	49,508				18.93	937,190	49,508
Gérance									
Professeurs	82.90	3,530,081	42,582	1.65	70,234	42,566	84.55	3,600,315	42,582
Auxiliaires				4.97	108,548	21,841	4.97	108,548	21,841
Prof.non ens.	27.31	910,994	33,358	1.28	40,729	31,820	28.59	951,723	33,289
Techniciens	26.06	584,697	22,437	1.74	31,637	18,182	27.80	616,334	22,170
Bureau	66.64	1,428,124	21,430	26.17	364,349	13,922	92.81	1,792,473	19,313
Métiers	5.60	128,214	22,895				5.60	128,214	22,895
TOTAL	227.44	7,519,300	33,061	35.81	615,497	17,188	263.25	8,134,797	30,901

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs									
Auxiliaires				10.78	254,600	23,618	10.78	254,600	23,618
Prof.non ens.				0.66	16,203	24,550	0.66	16,203	24,550
Techniciens				0.02	404	20,200	0.02	404	20,200
Bureau		209		0.19	24,281	127,795	0.19	24,490	128,895
Métiers									
TOTAL		209		11.65	295,488	25,364	11.65	295,697	25,382

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	227.44	7,519,509	33,062	47.46	910,985	19,195	274.90	8,430,494	30,667

UNIVERSITE DU QUEBEC A MONTREAL : année 1984-85 tableau 100

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	105.36	5,514,018	52,335				105.36	5,514,018	52,335
Gérance									
Professeurs	782.68	35,977,116	45,967	10.82	370,380	34,231	793.50	36,347,496	45,807
Auxiliaires				109.00	1,858,346	17,049	109.00	1,858,346	17,049
Prof.non ens.	155.21	5,459,149	35,173	32.86	826,989	25,167	188.07	6,286,138	33,424
Techniciens	150.62	3,779,313	25,092	27.94	546,159	19,548	178.56	4,325,472	24,224
Bureau	493.75	9,773,854	19,795	80.67	1,292,687	16,024	574.42	11,066,541	19,266
Métiers	158.19	3,812,846	24,103	17.89	375,569	20,993	176.08	4,188,415	23,787
TOTAL	1,845.81	64,316,296	34,844	279.18	5,270,130	18,877	2,124.99	69,586,426	32,747

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs				167.33	1,305,274	7,801	167.33	1,305,274	7,801
Auxiliaires									
Prof.non ens.				40.77	995,534	24,418	40.77	995,534	24,418
Techniciens				15.05	299,461	19,898	15.05	299,461	19,898
Bureau				11.47	208,084	18,142	11.47	208,084	18,142
Métiers									
TOTAL				234.62	2,808,353	11,970	234.62	2,808,353	11,970

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	1,845.81	64,316,296	34,844	513.80	8,078,483	15,723	2,359.61	72,394,779	30,681

UNIVERSITE DU QUEBEC A RIMOUSKI : année 1984-85 tableau 101

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	25.92	1,270,291	49,008				25.92	1,270,291	49,008
Gérance									
Professeurs	143.41	6,035,519	42,086	0.61	21,699	35,572	144.02	6,057,218	42,058
Auxiliaires	0.75	18,460	24,613	12.65	229,207	18,119	13.40	247,667	18,483
Prof.non ens.	25.71	863,435	33,584	7.00	154,129	22,018	32.71	1,017,564	31,109
Techniciens	29.52	753,089	25,511	3.57	62,281	17,446	33.09	815,370	24,641
Bureau	73.72	1,494,488	20,272	7.67	126,825	16,535	81.39	1,621,313	19,920
Métiers	29.42	658,512	22,383	2.04	38,017	18,636	31.46	696,529	22,140
TOTAL	328.45	11,093,794	33,776	33.54	632,158	18,848	361.99	11,725,952	32,393

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs	0.64	24,547	38,355	1.67	58,428	34,987	2.31	82,975	35,920
Auxiliaires				11.40	215,453	18,899	11.40	215,453	18,899
Prof.non ens.				10.28	225,364	21,923	10.28	225,364	21,923
Techniciens				1.42	26,768	18,851	1.42	26,768	18,851
Bureau				1.43	22,631	15,826	1.43	22,631	15,826
Métiers									
TOTAL	0.64	24,547	38,355	26.20	548,644	20,941	26.84	573,191	21,356

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	329.09	11,118,341	33,785	59.74	1,180,802	19,766	388.83	12,299,143	31,631

UNIVERSITE DU QUEBEC EN ABITIBI-TEMISCAMINGUE : année 1984-85 tableau 102

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	7.00	341,999	48,857				7.00	341,999	48,857
Gérance									
Professeurs	59.75	2,212,777	37,034	1.99	73,544	36,957	61.74	2,286,321	37,031
Auxiliaires				4.15	69,698	16,795	4.15	69,698	16,795
Prof.non ens.	12.00	361,673	30,139	3.60	94,161	26,156	15.60	455,834	29,220
Techniciens	10.00	250,223	25,022	0.66	13,180	19,970	10.66	263,403	24,709
Bureau	38.20	737,045	19,294	9.10	169,324	18,607	47.30	906,369	19,162
Métiers	3.00	69,007	23,002				3.00	69,007	23,002
TOTAL	129.95	3,972,724	30,571	19.50	419,907	21,534	149.45	4,392,631	29,392

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs	2.60	80,140	30,823				2.60	80,140	30,823
Auxiliaires					350			350	
Prof.non ens.				14.70	278,491	18,945	14.70	278,491	18,945
Techniciens				0.60	11,119	18,532	0.60	11,119	18,532
Bureau				2.10	38,983	18,563	2.10	38,983	18,563
Métiers									
TOTAL	2.60	80,140	30,823	17.40	328,943	18,905	20.00	409,083	20,454

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	132.55	4,052,864	30,576	36.90	748,850	20,294	169.45	4,801,714	28,337

UNIVERSITE DU QUEBEC A TROIS-RIVIERES : année 1984-85 tableau 103

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	48.91	2,511,748	51,354				48.91	2,511,748	51,354
Gérance									
Professeurs	298.18	13,814,816	46,330	0.47	20,591	43,811	298.65	13,835,407	46,326
Auxiliaires				35.53	438,414	12,339	35.53	438,414	12,339
Prof.non ens.	75.82	2,684,977	35,413	7.50	262,957	35,061	83.32	2,947,934	35,381
Techniciens	84.60	2,163,517	25,573	8.56	227,896	26,623	93.16	2,391,413	25,670
Bureau	197.60	3,744,105	18,948	13.37	255,670	19,123	210.97	3,999,775	18,959
Métiers	37.70	888,057	23,556	19.87	249,334	12,548	57.57	1,137,391	19,757
TOTAL	742.81	25,807,220	34,743	85.30	1,454,862	17,056	828.11	27,262,082	32,921

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs	5.48	241,025	43,983				5.48	241,025	43,983
Auxiliaires				82.50	1,025,558	12,431	82.50	1,025,558	12,431
Prof.non ens.				25.60	903,439	35,291	25.60	903,439	35,291
Techniciens				5.04	127,714	25,340	5.04	127,714	25,340
Bureau				3.83	73,059	19,075	3.83	73,059	19,075
Métiers									
TOTAL	5.48	241,025	43,983	116.97	2,129,770	18,208	122.45	2,370,795	19,361

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	748.29	26,048,245	34,810	202.27	3,584,632	17,722	950.56	29,632,877	31,174

ECOLE NATIONALE D'ADMINISTRATION PUBLIQUE : année 1984-85 tableau 104

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	13.80	812,744	58,894				13.80	812,744	58,894
Gérance									
Professeurs	51.90	2,636,024	50,790	4.54	186,227	41,019	56.44	2,822,251	50,004
Auxiliaires				0.81	29,511	36,433			
Prof.non ens.	20.98	730,843	34,835	2.78	82,801	29,785	23.76	813,644	34,244
Techniciens	17.88	463,519	25,924	0.92	19,128	20,791	18.80	482,647	25,673
Bureau	41.44	860,630	20,768	2.22	37,871	17,059	43.66	898,501	20,580
Métiers	10.00	255,227	25,523	0.31	4,414	14,239	10.31	259,641	25,183
TOTAL	156.00	5,758,987	36,917	11.58	359,952	31,084	166.77	6,118,939	36,691

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs									
Auxiliaires				0.25	8,750	35,000	0.25	8,750	35,000
Prof.non ens.	3.18	108,620	34,157	0.36	10,580	29,389	3.54	119,200	33,672
Techniciens									
Bureau				0.25	5,029	20,116	0.25	5,029	20,116
Métiers									
TOTAL	3.18	108,620	34,157	0.86	24,359	28,324	4.04	132,979	32,916

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	159.18	5,867,607	36,861	12.44	384,311	30,893	170.81	6,251,918	36,602

ECOLE DE TECHNOLOGIE SUPERIEURE : année 1984-85 tableau 105

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	8.58	489,968	57,106				8.58	489,968	57,106
Gérance									
Professeurs	31.57	1,440,286	45,622	5.10	159,165	31,209	36.67	1,599,451	43,617
Auxiliaires				3.03	55,156	18,203	3.03	55,156	18,203
Prof.non ens.	10.12	400,017	39,527	0.75	24,312	32,416	10.87	424,329	39,037
Techniciens	22.28	572,504	25,696	2.62	65,552	25,020	24.90	638,056	25,625
Bureau	31.83	637,229	20,020	0.74	17,013	22,991	32.57	654,242	20,087
Métiers	8.31	184,407	22,191				8.31	184,407	22,191
TOTAL	112.69	3,724,411	33,050	12.24	321,198	26,242	124.93	4,045,609	32,383

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs									
Auxiliaires									
Prof.non ens.				0.54	24,338	45,070	0.54	24,338	45,070
Techniciens				0.68	17,452	25,665	0.68	17,452	25,665
Bureau									
Métiers									
TOTAL				1.22	41,790	34,254	1.22	41,790	34,254

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	112.69	3,724,411	33,050	13.46	362,988	26,968	126.15	4,087,399	32,401

INSTITUT ARMAND-FRAPPIER : année 1984-85 tableau 106

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	33.19	1,841,769	55,492				33.19	1,841,769	55,492
Gérance	9.45	317,652	33,614				9.45	317,652	33,614
Professeurs	31.08	1,645,276	52,937	0.51	12,462	24,435	31.59	1,657,738	52,477
Auxiliaires				1.61	41,256	25,625	1.61	41,256	25,625
Prof.non ens.	29.69	1,014,212	34,160	1.55	41,190	26,574	31.24	1,055,402	33,784
Techniciens	146.98	3,354,616	22,824	29.18	536,022	18,369	176.16	3,890,638	22,086
Bureau	66.21	1,325,682	20,022	11.27	204,948	18,185	77.48	1,530,630	19,755
Métiers	49.77	1,248,667	25,089	7.44	148,232	19,924	57.21	1,396,899	24,417
TOTAL	366.37	10,747,874	29,336	51.56	984,110	19,087	417.93	11,731,984	28,072

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	0.26	15,468	59,492				0.26	15,468	59,492
Gérance									
Chercheurs	2.83	123,928	43,791	0.97	21,465	22,129	3.80	145,393	38,261
Auxiliaires				2.90	82,958	28,606	2.90	82,958	28,606
Prof.non ens.	3.24	123,420		1.51	164,371	108,855	4.75	287,791	60,588
Techniciens	35.71	818,595	22,923	6.70	140,355	20,949	42.41	958,950	22,611
Bureau	1.00	18,926	18,926		98		1.00	19,024	19,024
Métiers					66			66	
TOTAL	43.04	1,100,337	25,565	12.08	409,313	33,884	55.12	1,509,650	27,388

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	409.41	11,848,211	28,940	63.64	1,393,423	21,895	473.05	13,241,634	27,992

INSTITUT NATIONAL DE LA RECHERCHE SCIENTIFIQUE : année 1984-85 tableau 107

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	20.89	1,136,915	54,424				20.89	1,136,915	54,424
Gérance									
Professeurs	104.87	4,277,440	40,788				104.87	4,277,440	40,788
Auxiliaires									
Prof.non ens.	29.57	1,212,486	41,004				29.57	1,212,486	41,004
Techniciens	29.62	901,699	30,442				29.62	901,699	30,442
Bureau	47.59	956,743	20,104				47.59	956,743	20,104
Métiers	4.48	95,765	21,376				4.48	95,765	21,376
TOTAL	237.02	8,581,048	36,204				237.02	8,581,048	36,204

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	0.10	5,765	57,650				0.10	5,765	57,650
Gérance									
Chercheurs	41.03	1,673,398	40,785	2.09	47,486	22,721	43.12	1,720,884	39,909
Auxiliaires									
Prof.non ens.	13.46	551,858	41,000	0.32	7,248	22,650	13.78	559,106	40,574
Techniciens	27.16	826,642	30,436				27.16	826,642	30,436
Bureau	8.04	161,666	20,108				8.04	161,666	20,108
Métiers									
TOTAL	89.79	3,219,329	35,854	2.41	54,734	22,711	92.20	3,274,063	35,510

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	326.81	11,800,377	36,108	2.41	54,734	22,711	329.22	11,855,111	36,010

TELE-UNIVERSITE DE L'UNIVERSITE DU QUEBEC : année 1984-85 tableau 108

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	18.38	929,861	50,591				18.38	929,861	50,591
Gérance									
Professeurs	22.36	786,350	35,168	4.37	171,099	39,153	26.73	957,449	35,819
Auxiliaires				5.64	82,420	14,613	5.64	82,420	14,613
Prof.non ens.	43.75	1,494,724	34,165	65.29	1,696,886	25,990	109.04	3,191,610	29,270
Techniciens	26.23	692,448	26,399	9.85	210,554	21,376	36.08	903,002	25,028
Bureau	80.13	1,551,238	19,359	18.60	344,524	18,523	98.73	1,895,762	19,201
Métiers									
TOTAL	190.85	5,454,621	28,581	103.75	2,505,483	24,149	294.60	7,960,104	27,020

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs				0.01	200	20,000	0.01	200	20,000
Auxiliaires									
Prof.non ens.				5.56	180,197	32,410	5.56	180,197	32,410
Techniciens				5.09	116,502	22,888	5.09	116,502	22,888
Bureau					345			345	
Métiers									
TOTAL				10.66	297,244	27,884	10.66	297,244	27,884

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	190.85	5,454,621	28,581	114.41	2,802,727	24,497	305.26	8,257,348	27,050

UNIVERSITE DU QUEBEC - SIEGE SOCIAL : année 1984-85 tableau 109

NOMBRE DE PERSONNES, MASSES SALARIALES ET SALAIRES MOYENS

FONDS SANS RESTRICTIONS (à l'exclusion des chargés de cours)

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction	35.38	2,250,293	63,604				35.38	2,250,293	63,604
Gérance									
Professeurs									
Auxiliaires									
Prof.non ens.	57.30	1,997,416	34,859	0.27	9,350	34,630	57.57	2,006,766	34,858
Techniciens	20.50	459,352	22,407				20.50	459,352	22,407
Bureau	69.11	1,324,476	19,165				69.11	1,324,476	19,165
Métiers	5.00	112,624	22,525	0.05	1,015	22,525	5.05	113,639	22,525
TOTAL	187.29	6,144,161	32,806	0.32	10,365	32,898	187.61	6,154,526	32,806

FONDS AVEC RESTRICTIONS

	TEMPS COMPLET			TEMPS PARTIEL			TOTAL		
	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC	ETC	MAS.SAL.	M.S./ETC
Direction									
Gérance									
Chercheurs									
Auxiliaires									
Prof.non ens.					650			650	
Techniciens									
Bureau									
Métiers									
TOTAL					650			650	

FONDS AVEC ET SANS RESTRICTIONS

GRAND TOTAL	187.29	6,144,161	32,806	0.32	11,015	34,961	187.61	6,155,176	32,809

Gouvernement du Québec
Ministère de l'Enseignement supérieur
et de la Science
Direction générale de l'enseignement

7722-0108